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ABSTRACT

In October 1984 the Illinois Association of School Boards mailed four-part questionnaires concerning collective bargaining and salaries to superintendents in 940 of the 1,006 school districts in Illinois. This report arranges the data from the 582 responses into tables providing information concerning four broad subjects: the current status of collective bargaining, the effects of collective bargaining on decision-making, the differences between teacher salaries for the 1984-85 school year and those for the previous year, and the costs of teachers' fringe benefits. The data concerning the status of collective bargaining are broken down to show regional differences and differences between districts that engage in bargaining and those that do not. The second set of tables, focusing on decision-making, breaks down data on the extent of teacher participation in school administration according to geography and the application of collective bargaining agreements. The salary comparison data cover raises, salary levels, and relationships between teacher background salary, and are broken down by bargaining status, geography, and other factors. Variables used in breaking down the teacher benefit cost data include geography, bargaining status, and district size. The questionnaire used is included and highlights of the survey findings are noted. (PGD)

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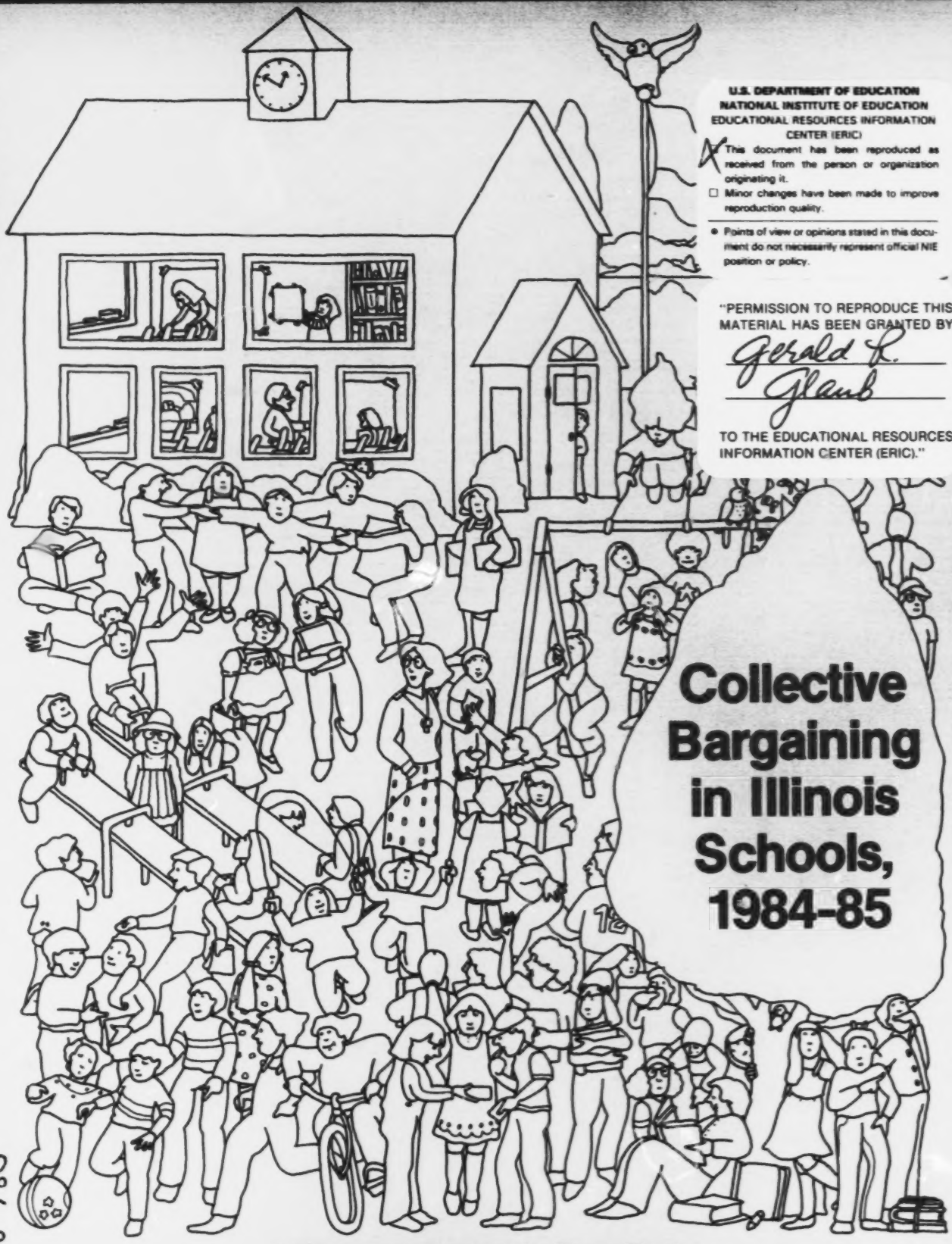

Collective Bargaining in Illinois Schools, 1984-85

A Research Report in Four Parts:
CURRENT STATUS • IMPACT ON DECISION MAKING
SALARY COMPARISONS • TEACHER BENEFITS

By Ronald R. Booth, Milton Carlson, and Steven K. Johnson
Illinois Association of School Boards

EA 018 185

COLLECTIVE BARGAINING IN ILLINOIS SCHOOLS, 1984-85

A Research Report in four parts:

1 — Current Status
2 — Impact on Decision Making
3 — Salary Comparisons
4 — Teacher Benefits

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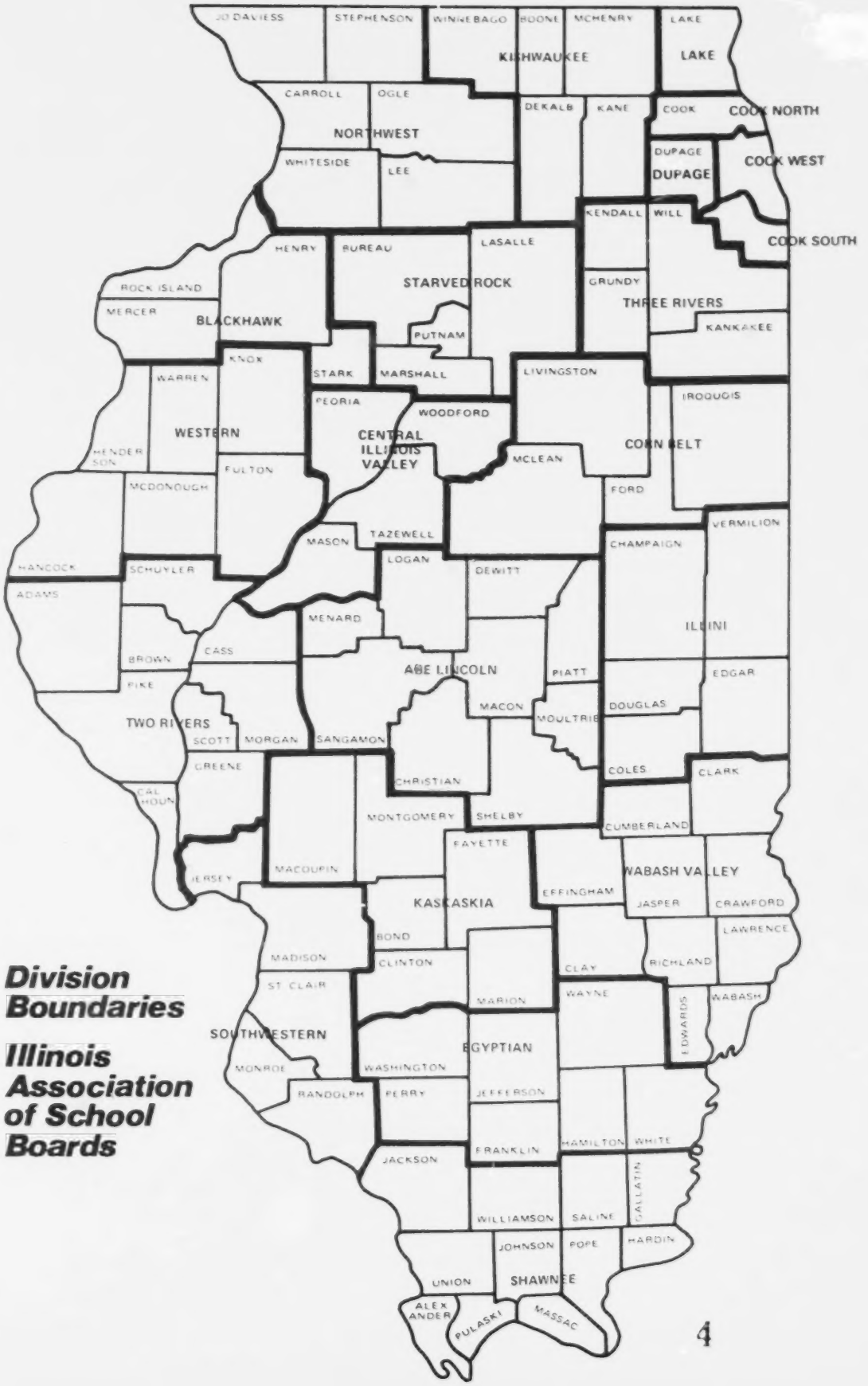

Division Boundaries

Illinois Association of School Boards

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ILLINOIS ASSOCIATION OF SCHOOL BOARDS

survey on

Status of Collective Bargaining, 1984-85

PLEASE RETURN BY FEBRUARY 6 TO: Steven K. Johnson
Director Management Information
Illinois Association of School Boards
1100 South Fifth Street
Springfield, Illinois 62703

For questions 1-26 please respond by placing the most appropriate number in the column to the left:

____ 1. The division of IASB and/or IASA in which your District is located: (01) DuPage; (02) Lake; (03) Southwestern; (04) Blackhawk or Western; (05) Corn Belt or Central Illinois Valley; (06) Abe Lincoln or Illini; (07) Two Rivers or Kaskaskia; (08) Wabash Valley, Egyptian, Shawnee; (09) Northwest; (10) Starved Rock; (11) Three Rivers; (12) Kishwaukee (13) Cook - South, North, West: (14) Unknown, please list your County _____.

BACKGROUND

____ 2. Type of District: (1) elementary; (2) high school; (3) unit

____ 3. Number of teachers: (1) 1-20; (2) 21-50; (3) 51-85; (4) 86-100; (5) 101-150; (6) 151-200; (7) 201-300; (8) over 300.

____ 4. Dominant teacher organization affiliation: (1) IEA; (2) IFT; (3) neither; (4) both; (5) independent (in district only)

____ 5. Percentage of teachers who are members of the organization identified above: (1) 100%; (2) 80-99%; (3) 50-79%; (4) less than 50%

____ 6. Current collective bargaining status. (Answer all applicable questions.)

A. Year you signed your first written collective bargaining agreement: _____ (year)

B. If you have never signed a written collective bargaining agreement, are you currently engaged in bargaining a contract for the 1984-85 school year: yes _____ no _____

C. If 1984-85 was the first year in which you bargained, how was recognition provided for: (1) through a 701 election conducted by the regional superintendent; (2) voluntary action by the Board without an election; (3) Board and Union agreed to a consent election; (4) hearing before Illinois Educational Labor Relations Board to determine bargaining unit followed by an election. _____.

____ 7. If you have a written collective bargaining agreement, how many years since signing first agreement: _____ years

____ 8. For 1984-85 we have: (1) a jointly signed one-year agreement; (2) a jointly signed agreement for more than one year--no reopeners; (3) a jointly signed written agreement for more than one year with reopeners; (4) no signed agreement, but meet formally; (5) meet informally; (6) do not meet at all.

____ 9. If your district has a written agreement, indicate the month and year it expires: Month: _____ Year: _____

____ 10. We meet with teachers or their representatives to discuss: (1) salary and economic items only; (2) economic items and related working conditions; (3) any item presented by either party; (4) we do not meet with the teachers on any of these.

____ 11. The teachers' organization has provided our teachers with: (1) training programs only; (2) training and consulting help only; (3) training and consulting help, plus direct assistance during meetings with the board; (4) some help, but extent is unknown; (5) no assistance.

____ 12. The board's team consisted of: (1) board members and administrators; (2) board members only; (3) administrators only; (4) an attorney or consultant doing the talking at the table with board members and/or administrators on team.

____ 13. The Superintendent was: (1) on the board team; (2) spokesperson for the board; (3) consultant to the board only; (4) consultant to both parties; (5) not involved at all.

____ 14. The board attorney was: (1) a member of the team; (2) available "on call", (3) used to approve language only; (4) not used in negotiations--no experience; (5) not used but has experience in negotiations.

____ 15. The spokesperson (chief negotiator) for the board was: (1) board member; (2) superintendent; (3) administrator other than superintendent; (4) local attorney; (5) outside professional (attorney or other expert); (6) no one designated as spokesperson.

____ 16. The spokesperson (chief negotiator) for the teachers was: (1) a local teacher; (2) an IEA or IFT representative; (3) an attorney; (4) an outside professional other than IEA, IFT, or an attorney; (5) no one designated as spokesperson.

____ 17. Have you or are you using for resolution of impasse any of the following: ___Yes ___No
If yes, please specify type and source of service.

	Source	TYPE OF SERVICE Mediation	Fact Finding	Interest Arbitration	Not Using
____ 18.	FMCS	(1)	(2)	(3)	(4)
____ 19.	IELRB	(1)	(2)	(3)	(4)
____ 20.	AAA	(1)	(2)	(3)	(4)
____ 21.	Other (Specify)	(1)	(2)	(3)	(4)

In your written agreement, board policy, or in practice, which of the following are included:

____ 22. Scope (limits items considered): (1) covered in agreement; (2) covered in written policy; (3) covered by past practice; (4) not covered

____ 23. Class size: (1) covered in agreement; (2) covered in written policy; (3) covered by past practice; (4) not covered

____ 24. School calendar: (1) covered in agreement; (2) covered in written policy; (3) covered by past practice; (4) not covered

____ 25. Layoff clause or reduction of teachers: (1) covered in agreement; (2) covered in written policy; (3) covered by past practice; (4) not covered

____ 26. How would reduction in force (layoff) be undertaken in your district: (1) strictly on an overall seniority basis as dictated by state legislature; (2) by negotiated agreement - on the basis of seniority by department or subject area; (3) by negotiated agreement - on the basis of seniority by grade level or grade grouping; (4) by negotiated agreement - on the basis of seniority by division; (5) other, please specify: _____

If you have a written agreement, which of the following terms or clauses are found in the agreement? (Please check appropriate column.)

	IN AGREEMENT Yes	No	TERM OR CLAUSE
27.			Good Faith
28.			Matters of Mutual Concern
29.			Just Cause
30.			Academic Freedom
31.			Evaluation Procedures
32.			Maintenance of Standards
33.			Association and/or Teacher Rights
34.			Seniority
35.			Vacancies or Transfers
36.			Reduction in Force
37.			Agency Shop/Fair Share
38.			Management Rights
39.			No Strike
40.			Length of Work Day
41.			Grievance of Non-Contract Issues
42.			Teacher Assignments

Please complete this section even though you may not have a formal agreement.

DECISION-MAKING

Instructions: This portion of the survey is designed to indicate the extent to which negotiated agreements govern the decision-making process. To answer the following questions, you may need to consult your contract and/or policy book.

The following is a list of managerial functions and decisions frequently brought to the bargaining table by the teacher organizations. You are asked to indicate the extent to which each function or decision is subject to contract provisions by assigning one of the five possible responses to each item.

Please circle the number corresponding to your district according to the following key:

1...We do not involve teachers.
2...We have a policy or practice of involving teachers.
3...We are required by contract to consult with the teachers or teachers' organization concerned.
4...We are required by contract to obtain the prior approval of the teachers or teachers' organization concerned.
5...We are prevented by contract from involving teachers, other than through the formal teacher organization.

		Circle only one number from 1 to 5				
1.	Add a teaching position	1	2	3	4	5
2.	Hire a teacher to fill the position	1	2	3	4	5
3.	Assign extra duty to a teacher (without pay)	1	2	3	4	5
4.	Adopt new textbooks	1	2	3	4	5
5.	Adopt salary schedule	1	2	3	4	5
6.	Increase insurance benefits for teachers	1	2	3	4	5
7.	Change sick leave policy	1	2	3	4	5
8.	Issue individual teacher employment contracts	1	2	3	4	5
9.	Approve specifications for a new building	1	2	3	4	5
10.	Decide to hold a referendum to increase the educational tax rate.	1	2	3	4	5
11.	Revise a board policy	1	2	3	4	5
12.	Prepare next year's school calendar	1	2	3	4	5
13.	Add a vacation day from an unused snow day	1	2	3	4	5
14.	Consider teachers' association request to make PA announcement	1	2	3	4	5
15.	Consider a teacher's request to attend IEA or IFT convention	1	2	3	4	5
16.	Consider a teacher's request to attend a subject-matter convention	1	2	3	4	5
17.	Revise the teacher evaluation procedure	1	2	3	4	5
18.	Reassign teacher to another class or subject for next year	1	2	3	4	5
19.	Reassign a paid extra-duty position	1	2	3	4	5
20.	Purchase teaching supplies or library books	1	2	3	4	5
21.	Establish a citizens advisory committee	1	2	3	4	5
22.	Establish a curriculum committee	1	2	3	4	5
23.	Assign teachers to the curriculum committee	1	2	3	4	5
24.	Implement an experimental teaching program	1	2	3	4	5
25.	Agree with university to use student teachers	1	2	3	4	5
26.	Develop new pupil discipline procedures	1	2	3	4	5
27.	Select a new building principal	1	2	3	4	5
28.	Reprimand a teacher	1	2	3	4	5
29.	Notify a non-tenure teacher of decision not to rehire next year	1	2	3	4	5
30.	Eliminate a teaching position and reduce the staff	1	2	3	4	5
31.	Terminate a tenure teacher	1	2	3	4	5
32.	Change payroll from two checks per month to one or vice versa	1	2	3	4	5
33.	Increase the school day by 15 minutes	1	2	3	4	5
34.	Revise length of lunch period	1	2	3	4	5
35.	Revise average class size	1	2	3	4	5
36.	Add a learning disabilities teacher	1	2	3	4	5
37.	Revise a grievance procedure	1	2	3	4	5
38.	Limit teacher's freedom to discuss irrelevant issues in classroom	1	2	3	4	5
39.	Arrange an in-service program for teachers	1	2	3	4	5
40.	Provide a retirement bonus plan for teachers retiring with 20 years' service	1	2	3	4	5
41.	Require teachers to take medical exams	1	2	3	4	5
42.	Replace a head coach for next year	1	2	3	4	5
43.	Assign teachers to summer school positions	1	2	3	4	5
44.	Evaluate principals	1	2	3	4	5

TEACHERS' SALARY

Indicate in the table below the annual contract salary (TO THE NEAREST WHOLE DOLLAR) you paid or would have paid to a teacher for each of the past two years in the categories listed. In each case, assume no additional hours beyond degree listed. Include Board paid teacher retirement contributions.

SCHEDULED TEACHER SALARIES INCLUDING BOARD-PAID RETIREMENT (WHOLE DOLLARS ONLY)

Degree and Experience	1983-84	1984-85
Bachelors Degree -- No Experience	$_____	$_____
Bachelors Degree - 3 Years' Experience	$_____	$_____
Bachelors Degree -- 8 Years' Experience	$_____	$_____
Masters Degree -- No Experience	$_____	$_____
Masters Degree -- 3 Years' Experience	$_____	$_____
Masters Degree -- 8 Years' Experience	$_____	$_____
Average annual teachers salary in your District, excluding extra duties	$_____	$_____
Highest paid teacher's salary in your District, excluding extra duties and summer school	$_____	$_____

	Including Board-Paid Teacher Retirement
1984-85 average teacher percent raise (including increments--not base only--BSSAPI*) reported to nearest tenth of one percent	_____.__

*BSSAPI - Basic Salary Schedule Annual Percentage Increase (IASB's standardized method for calculating annual salary increases)

MANAGEMENT COSTS OF BARGAINING

(Calendar Year 1984)

Districts that meet with teachers but do not have a written agreement will still spend time and money in such meetings. It is important that all respondents try to complete this section in order to provide a basis for comparison.

Please indicate as accurately as possible the collective bargaining cost to your District for the calendar year 1984.

1. We use an outside professional negotiator: ___ during all negotiations; ___ part-time; ___ not at all.
2. We have a multi-year agreement: Yes ___; No ___.
3. In 1984 we bargained: ___ The entire contract; ___ Economic items only; ___ No re-openers in multi-year agreement.

In 4-7 below, take total cost for bargaining your agreement and divide by the number of years covered by the agreement.

4. Salaries or fees for professional negotiator acting as board spokesperson at the table. $_____
5. Salaries or fees and expenses of attorneys or consultants for negotiations other than at the table spokesperson $_____
6. Training costs for board team (workshops, publications, subscriptions, travel) $_____
7. Costs of third-party neutrals (mediators, fact finders, arbitrators) $_____

1983 TEACHER BENEFIT COSTS

Teacher benefit costs for the 1983-84 school year are to be used to complete this section of the survey. All costs should be ROUNDED OFF TO THE NEAREST WHOLE DOLLAR.

PART I. ACTUAL PER TEACHER ANNUAL COSTS TO LOCAL DISTRICT - LEGALLY REQUIRED BENEFITS:

Line 1	Unemployment Compensation	$_____
Line 2	Workers' Compensation	$_____
Line 3	Contribution to TRS by State	$_____
Line 4	State Mandated Early Retirement	$_____
Line 5	Required Sick Leave	$_____
Line 6	TOTAL REQUIRED COSTS PER TEACHER (Add Lines 1-5)	$_____

Instructions - Legally Required Benefits

Line 1. A. If the method of payment was direct reimbursement, the cost is computed by dividing total actual claims paid for teachers _____ by the number of teachers employed _____.

B. If the cost - projection (or tax rate) method was used, the cost is computed by dividing total amount paid for teachers _____ by the number of teachers employed _____.

Line 2. A. If the method of payment was direct reimbursement, the cost is computed by dividing total actual claims paid for teachers _____ by the number of teachers employed _____.

B. If workers' compensation insurance was purchased, the cost is computed by dividing the total annual premium cost for teachers _____ by the number of teachers employed _____.

Line 3. This is not a cost to the local district, but it is a cost generated by the salary paid locally to teachers, a benefit available to teachers, and paid for from tax funds. The rate for 1983-84 was 17.3%. Multiply this figure by the average teacher salary in your district _____.

Line 4. Divide the total annual cost of state mandated Board contributions _____ by the number of teachers employed _____.

Line 5. Multiply the average annual number of sick days used by teachers _____ by the daily rate paid for substitute teachers _____. If the average annual days used by teachers is less than 10, enter the whole figure here. If the average annual days used by teachers exceed 10, enter the cost of 10 days per teacher here and the balance under "additional sick leave" on line 7 of Part II.

IN PARTS II AND III PLEASE PLACE A ZERO (0) IN THE BLANK IF YOU DO NOT PROVIDE THE BENEFIT.

PART II. ACTUAL PER TEACHER ANNUAL COSTS - LOCALLY GRANTED BENEFITS:

A. LEAVES			
Line 7	Sick (in addition to required) (Average annual days above 10, used per teacher x daily substitute rate _____). (Sick leave costs in addition to the required 10 days are the balance after subtracting the cost of 10 days leave from the total average days used by teachers per year. Very few districts will experience an annual sick day useage above 10 days per teacher.)	$_____	
Line 8	Sick Bank (Average days used per teacher _____ x daily sub rate _____)	$_____	
Line 9	Personal/Emergency (Average annual days used per teacher _____ x daily substitute rate _____)	$_____	
Line 10	Convention (total annual board cost _____ ÷ number of teachers employed _____)	$_____	
Line 11	Union Business (total annual board cost _____ ÷ number of teachers employed _____)	$_____	
Line 12	Sabbatical (total annual board cost _____ ÷ number of teachers employed _____)	$_____	
Line 13	Other Leave (total annual board cost _____ ÷ number of teachers employed _____)	$_____	
Line 14	TOTAL LEAVE COSTS PER TEACHER (Add lines 7-13)		$_____
B. INSURANCE (Average annual costs per teacher PAID BY BOARD) RESPOND TO EITHER CAFETERIA PLAN OR SPECIFIC BENEFIT QUESTIONS ONLY			
Line 15	(1) Cafeteria Plan (If your district has adopted a "Cafeteria Plan" for insurance benefits, enter the total dollars allocated per teacher on Line 15 and on Line 20. If not, leave Line 15 blank and proceed to Line 16.	$_____	
	(2) Districts providing Specific Benefits (No Cafeteria Plan)		
Line 16	Hospital/Medical (total annual premium cost paid by the Board _____ ÷ number of teachers employed _____)	$_____	
Line 17	Life and or Life and Accidental Death-Disability (total annual premium cost paid by the Board _____ ÷ number of teacher's employed _____)	$_____	
Line 18	Dental (total annual premium cost paid by the board _____ ÷ number of teachers employed _____)	$_____	
Line 19	Other Insurance (total annual premium cost paid by the board _____ ÷ number of teachers employed _____)	$_____	
Line 20	TOTAL INSURANCE COSTS PER TEACHER - If Cafeteria Plan, enter amount of Line 15. If provide specific benefits (no Cafeteria Plan) add lines 16-19.		$_____

PART II. (Continued)

C. OTHER BENEFITS

Line 21 Board Paid TRS (total annual cost paid outside salary schedule to TRS _____ ÷ number of teachers employed _____) (Include this as a cost item only if the tax sheltering is "outside" or "in addition to" the salary schedule. $_____

Line 22 Tuition Reimbursement (total annual cost _____ ÷ number of teachers employed _____) $_____

Line 23 Severance Pay (total annual cost _____ ÷ number of teachers employed _____) $_____

Line 24 Local Early Retirement (total annual cost of local early retirement plan paid by board _____ ÷ number of teachers employed _____) $_____

Line 25 Other (total annual cost _____ ÷ number of teachers employed _____) $_____

Line 26 TOTAL OTHER BENEFIT COSTS PER TEACHER (Add Lines 21-25) $_____

Line 27 TOTAL ACTUAL BENEFIT COSTS TO DISTRICT PER TEACHER (Line 6 + Line 14 + Line 20 + Line 26) $_____

PART III. POTENTIAL ADDITIONAL PER TEACHER BENEFIT COSTS TO LOCAL DISTRICT

Line 28 Sick Leave $_____

Line 29 Sick Leave Bank $_____

Line 30 Personal/Emergency Leave $_____

Line 31 TOTAL POTENTIAL ADDITIONAL COSTS TO DISTRICT (Add Lines 28-30) $_____

Instructions - Potential Costs

Lines 28-30 - Potential costs are determined by subtracting the actual annual days used per teacher from the average annual days available per teacher. Multiply the balance times the daily substitute rate. Examples:

- Sick Leave (available) (average annual days available per teacher 11 - average days used per teacher 4 = remaining available days 7 x substitute rate $30 = $210);
- Sick Leave Bank (available) (annual per teacher allocation 2 - average days used per teacher .3 = remaining available days 1.7 x substitute rate $30 = $51);
- Personal/Emergency Leave (average annual days available per teacher 2 - actual days used per teacher 1.5 = remaining available days .5 x substitute rate $30 = $15).

Line 32 TOTAL ACTUAL AND POTENTIAL COSTS PER TEACHER (Add lines 27 and 31) $_____

THE SURVEY

In October 1984, IASB mailed a four-part questionnaire to the superintendent of each of its 940 member school districts. Questionnaires were returned from 582 districts, a response of 62 percent. Those 582 reporting districts represent 58 percent of the total 1,006 school districts in Illinois.

The IASB collective bargaining survey conducted two years earlier, for 1982-83, drew 630 responses. The reader should be wary of making direct item-by-item comparisons between the two surveys. There is no way of knowing whether the districts that responded two years ago are precisely the same ones that responded this year. There are, no doubt, some changes in the data base.

In part three, *Salary Comparisons 1983-84 to 1984-85*, the respondents reported data for both years, so that these two-year comparisons are valid for all respondents reporting salary data.

The four-part questionnaire produced four kinds of information. Four reports are combined into this single volume:

Part One — Current Status of Collective Bargaining
Part Two — How Collective Bargaining Affects Decision Making
Part Three — Salary Comparisons, 1983-84 to 1984-85
Part Four — Teacher Benefit Costs

Tables in chapters one through three contain data broken down as follows: 1) State Totals/Chicago Area/State Less Chicago Area; 2) Northern Area; and 3) Southern Area.

State Totals contain data from all 102 Illinois counties. Chicago Area contains data from Cook and DuPage counties. Outside Chicago Area contains data from the remaining 100 counties.

The first table in each chapter also divides respondents into bargaining and non-bargaining categories.

Northern Area tables present data for seven regions based largely on IASB divisions (the numbers in parentheses indicate the number of respondents from each region):

1) Cook County (87)
2) DuPage County (25)
3) Lake County (25)
4) Kishwaukee Division (23)
5) Starved Rock Division (28)
6) Northwest Division (35)
7) Three Rivers Division (38)

Southern Area tables present data for six regions, again based on IASB divisions (the numbers in parentheses indicate the number of respondents from each region):

1) Southwestern Division (39)
2) Blackhawk and Western Divisions (45)
3) Corn Belt and Central Illinois Valley Divisions (54)
4) Abe Lincoln and Illini Divisions (62)
5) Two Rivers and Kaskaskia Divisions (49)
6) Wabash Valley, Egyptian, and Shawnee Divisions (62)

In part two, which contains five chapters, the respondents reacted to the questions using the following five keyed responses:

1) We do not involve teachers.
2) We have a policy or practice of involving teachers.
3) We are required by contract to consult with the teachers concerned or unions.
4) We are required by contract to obtain the

prior approval of the teachers concerned or unions.

5) We are prevented by contract from involving teachers, other than through the formal teacher organization.

Tables in part two contain data broken down as follows:

Table 1—Effect of Agreement and Geography on Decision Making: State Totals/Chicago Area/State Less Chicago Area, and also shows data separated into bargaining and non-bargaining districts.

Table 2—Summary Table Combining all Those Categories of Involvement and Those That Do Not Involve Teachers: By Agreement and Geography.

Part three contains four chapters relating to salary comparisons. Chapter one reports average teacher percent raises by bargaining status, geography, and size of district. Chapter two contains mean and median scheduled teacher salaries at eight levels. Chapter three reports geographical salary distributions by degree and years of experience. Chapter four reports the average and highest salaries paid in 1984-85.

In part four mean per teacher benefit costs are reported according to a variety of variables including geography, bargaining status, and size of district. Additional tables report total actual and potential benefit costs both in terms of dollars and as a percentage of mean salaries.

Note that the average cited in Part IV are only *for those districts who reported a cost.*

Reading the Tables

In most of the tables, each column of information consists of two numbers—the number of responses and the percentage which that number represents. Percentages are based on the number of responses to each particular item, not on the total number of questionnaires returned.

The term "bargaining" is used interchangeably with the term "signed written agreement." Also "nonbargaining" is used interchangeably with "no written or signed agreement," even though many districts without written agreements do engage in some form of informal bargaining.

Finally, wherever the year 1985 is used, it applies to Fiscal Year 1985—the equivalent of school year 1984-85. By the same token, 1984 refers to Fiscal Year 1984 or the 1983-84 school year.

If the reader encounters any problems in comprehension or uncovers any inconsistencies in references or terminology, please report them to IASB. It will be greatly appreciated and will aid in future survey reports.

ACKNOWLEDGEMENTS

IASB wishes to gratefully acknowledge the assistance of the 582 school administrators who took the time and made the effort to complete a lengthy and detailed questionnaire. They made this survey possible.

IASB also gratefully acknowledges the assistance provided by Milton Carlson. In addition to the vast knowledge of research methods and understanding of school administration that he lent the project, it was through Milton Carlson that computer services at Northern Illinois University were made available.

Ronald R. Booth, of the IASB staff, spearheaded the design and implementation of this study.

Steven K. Johnson of the IASB staff, was responsible for collecting, assembling and editing the data in this study.

Part One

CURRENT STATUS of Collective Bargaining in Illinois Schools, 1984-85

14 Responding Districts and Their Teacher Organizations

22 Language in Contract or Policy

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CHAPTER ONE

Responding Districts and Their Teacher Organizations

Tables

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Highlights

- The number of responding districts totaled 582.
- A majority of districts (59 percent) have had agreements for seven years or longer.
- A majority of districts had multi-year agreements. In the Chicago area, 66 percent had multi-year agreements.
- Fifty-one percent of the teachers' organizations which bargained for the first time in 1984 were voluntarily recognized by the Board without an election.
- The Federal Mediation and Conciliation Service was used in a majority of cases to resolve impasses.

TABLE 1.1
SIZES AND TYPES OF RESPONDING DISTRICTS
State Totals/Chicago Area/Outside Chicago Area

Responses to each item are expressed as a percentage of those responding to an item

	State Totals		Bargaining Status				Geography			
			Signed Agreement		No Agreement		Chicago Area		State Less Chicago Area	
	#	%	#	%	#	%	#	%	#	%
1. Total Respondents	582	100	478	85	88	15	112	19	464	81
2. Type of District										
a. elementary	218	38	162	34	49	56	83	74	134	29
b. high school	76	13	67	14	6	7	25	22	51	11
c. unit	287	49	249	52	33	38	4	4	279	60
3. Number of Teachers										
a. 1-20	71	12	32	7	33	38	3	3	68	15
b. 21-50	201	35	157	33	37	42	19	17	182	39
c. 51-85	125	22	113	24	11	13	22	20	102	22
d. 86-100	36	6	34	7	1	1	8	7	28	6
e. 101-150	59	10	55	12	3	3	16	14	42	9
f. 151-200	29	5	28	6	1	1	14	13	14	3
g. 201-300	51	4	20	4	1	1	12	11	8	2
h. 301 or More	39	7	38	8	1	1	18	16	20	4

TABLE N-1.1
SIZES AND TYPES OF RESPONDING DISTRICTS
Northern Area

Responses to each item are expressed as a percentage of those responding to the item

	DuPage		Lake		Northwest		Starved Rock		Three Rivers		Kishwaukee		Cook	
	#	%	#	%	#	%	#	%	#	%	#	%	#	%
1. Total Respondents	25		25		35		28		38		23		87	
2. Type of District														
a. elementary	18	72	18	72	6	17	13	46	19	50	4	17	65	75
b. high school	4	16	3	12	2	6	8	29	5	13	2	9	21	24
c. unit	3	12	4	16	27	77	7	25	14	37	17	74	1	1
3. Number of Teachers														
a. 1-20	0	0	2	8	4	11	6	21	8	21	1	4	3	3
b. 21-50	5	20	5	20	13	37	16	57	9	24	8	35	14	16
c. 51-85	4	16	4	16	15	43	4	14	9	24	2	9	18	21
d. 86-100	0	0	3	12	0	0	2	7	2	5	0	0	8	9
e. 101-150	4	16	6	24	1	3	0	0	3	8	6	26	12	14
f. 151-200	5	20	3	12	0	0	0	0	2	5	1	4	9	10
g. 201-300	3	12	1	4	2	6	0	0	1	3	1	4	9	10
h. 301 or More	4	16	1	4	0	0	0	0	4	11	4	17	14	16

TABLE S-1.1
SIZES AND TYPES OF RESPONDING DISTRICTS
Southern Area

Responses to each item are expressed as a percentage of those responding to the item

	Southwestern		Blackhawk/ Western		Corn Belt/CIV		Abe Lincoln/ Illini		Two Rivers/ Kaskaskia		Wabash/Egyptian/Shawnee	
	#	%	#	%	#	%	#	%	#	%	#	%
1. Total Respondents	39		45		54		62		49		62	
2. Type of District												
a. elementary	14	36	6	14	12	22	10	16	11	22	18	29
b. high school	4	10	3	7	7	13	4	7	4	8	9	15
c. unit	21	54	35	80	35	65	48	77	34	69	35	56
3. Number of Teachers												
a. 1-20	5	13	4	9	5	9	9	15	8	16	14	23
b. 21-50	12	31	24	53	27	50	27	44	21	43	19	31
c. 51-85	8	21	10	22	11	20	13	21	10	20	16	26
d. 86-100	2	5	2	4	4	7	4	7	4	8	5	8
e. 101-150	7	18	1	2	4	7	3	5	5	10	6	10
f. 151-200	2	5	3	7	0	0	1	2	0	0	2	3
g. 201-300	0	0	0	0	0	0	1	2	1	2	0	0
h. 301 or more	2	8	1	2	3	6	4	7	0	0	0	0

TABLE 1.2
TEACHER ORGANIZATION RELATIONSHIP
State Totals/Chicago Area/Outside Chicago Area

Responses to each item are expressed as a percentage of those responding to an item

	State Totals		Bargaining Status				Geography			
			Signed Agreement		No Agreement		Chicago Area		State Less Chicago Area	
	#	%	#	%	#	%	#	%	#	%
1. Teacher organization affiliation:										
a. IEA	408	70	361	76	41	47	67	60	337	73
b. IFT	103	18	96	20	6	7	34	30	68	15
c. Neither	34	6	0	0	25	29	2	2	32	7
d. Both	2	0	1	0	1	1	1	1	1	0
e. Independent	34	6	20	4	14	16	8	7	26	6
2. Percentage of teachers who are organization members:										
a. 100	53	9	42	9	11	14	14	13	39	9
b. 80-99	307	54	289	61	16	20	71	65	232	51
c. 50-79	141	25	125	26	14	18	23	21	117	26
d. less than 50	63	11	19	4	37	46	1	1	62	14
3. Years since first contract signed:										
a. 1 yr. or less	146	32					9	10	135	38
b. 2	9	2					1	1	8	2
c. 3	3	1					0	0	3	1
d. 4	8	2					1	1	7	2
e. 5	10	2					0	0	10	3
f. 6	10	2					0	0	10	3
g. 7-10	40	9					9	10	30	9
h. 11-14	97	21					29	32	68	19
i. 15+	129	29					43	46	84	23
4. Year contract expires:										
a. 1986	264	56					48	48	203	59
b. 1986	160	34					34	34	113	33
c. 1987	48	10					18	18	29	8
5. Type of Agreement procedures:										
a. joint signed 1 year	193	34	192	34			13	12	179	40
b. joint signed over 1 year, no openers	219	39	217	39			73	66	144	32
c. joint signed over 1 year, openers	66	12	64	11			16	15	48	11
d. no agreement, meet formally	31	6			31	6	5	5	26	6
e. no agreement, meet informally	36	6			36	6	1	1	35	8
f. no agreement, do not meet	20	4			20	4	2	2	18	4
6. Meet with teachers to discuss:										
a. Salary & economic items only	47	8	20	4	24	29	7	6	40	9
b. Economic-related working conditions	228	40	216	46	11	13	39	35	187	42
c. Any item	271	48	235	50	34	41	63	57	205	46
d. Do not meet with teachers	18	3	3	1	14	17	2	2	16	4

TABLE N-1.2
TEACHER ORGANIZATION RELATIONSHIP
Northern Area

Responses to each item are expressed as a percentage of those responding to the item

	DuPage		Lake		Northwest		Starved Rock		Three Rivers		Kishwaukee		Cook	
	#	%	#	%	#	%	#	%	#	%	#	%	#	%
1. Teacher organization affiliation:														
a. IEA	21	84	13	52	32	91	16	57	20	53	20	87	46	53
b. IFT	3	12	3	12	1	3	7	25	13	34	3	13	31	36
c. Neither	0	0	2	8	1	3	4	14	1	3	0	0	2	2
d. Both	0	0	0	0	0	0	0	0	0	0	0	0	1	1
e. Independent	1	4	7	28	1	3	1	4	4	11	0	0	7	8
2. Percentage of teachers who are organization members:														
a. 100	2	8	4	17	4	11	1	4	10	27	0	0	12	14
b. 30-99	16	64	13	57	20	57	19	68	15	41	15	65	55	65
c. 50-79	5	20	14	17	10	29	3	11	6	16	7	30	18	21
d. less than 50	2	8	2	9	1	3	5	18	6	16	1	4	0	0
3. Years since first contract signed:														
a. 1 yr. or less	3	15	6	30	9	31	7	37	10	32	5	22	6	8
b. 2	0	0	0	0	0	0	0	0	1	3	0	0	1	1
c. 3	0	0	0	0	1	3	0	0	0	0	0	0	0	0
d. 4	0	0	0	0	1	3	0	0	2	6	1	4	1	1
e. 5	0	0	3	15	0	0	0	0	0	0	0	0	0	0
f. 6	0	0	1	5	0	0	0	0	1	3	0	0	0	0
g. 7-10	7	35	1	5	4	14	2	11	2	6	2	9	7	10
h. 11-14	9	45	3	15	6	21	3	16	5	16	3	13	19	26
i. 15+	1	1	6	30	8	28	7	37	10	32	12	52	39	54
4. Year contract expires:														
a. 1985	12	55	6	27	21	72	8	44	12	36	14	64	38	47
b. 1986	7	32	8	36	7	24	9	50	14	42	6	27	28	35
c. 1987	3	14	8	36	1	3	1	6	7	21	2	9	15	19
5. Meet with teachers to discuss:														
a. Salary & economic items only	1	4	1	4	5	14	4	14	1	3	0	0	6	7
b. Economic-related working conditions	11	44	8	33	13	37	11	39	21	58	9	39	28	33
c. Any item	12	48	15	63	17	49	12	43	13	36	14	61	51	59
d. Do not meet with teachers	1	4	0	0	0	0	1	4	1	3	0	0	1	1

TABLE S-1.2
TEACHER ORGANIZATION RELATIONSHIP
Southern Area

Responses to each item are expressed as a percentage of those responding to the item

	Southwestern		Blackhawk/ Western		Corn Belt/CIV		Abe Lincoln/ Illini		Two Rivers/ Kaskaskia		Wabash/Egyptian/Shawnee	
	#	%	#	%	#	%	#	%	#	%	#	%
1. Teacher Organization Affiliation:												
a. IEA	26	67	35	78	37	70	52	84	33	67	52	84
b. IFT	9	23	5	11	9	17	6	10	9	18	2	3
c. Neither	3	8	1	2	4	8	3	5	6	12	6	10
d. Both	0	0	0	0	0	0	0	0	0	0	1	2
e. Independent	1	3	4	9	3	6	1	2	1	2	1	2
2. Percentage of Teachers who are Organization Members:												
a. 100	3	8	4	9	3	6	1	2	2	4	6	10
b. 80-99	21	54	15	35	26	50	36	59	21	45	28	48
c. 50-79	10	26	14	33	16	31	19	31	15	32	13	22
d. Less than 50	4	10	10	23	7	14	5	8	9	19	11	19
3. Years Since First Contract Signed:												
a. 1 yr. or less	3	10	15	45	17	43	31	56	21	62	11	30
b. 2	1	3	2	6	1	3	0	0	1	3	2	5
c. 3	1	3	1	3	0	0	0	0	0	0	0	0
d. 4	1	3	0	0	0	0	1	2	1	3	0	0
e. 5	0	0	3	9	1	3	1	2	1	3	1	3
f. 6	1	3	1	3	0	0	2	4	0	0	3	8
g. 7-10	2	6	5	15	2	5	4	7	0	0	6	16
h. 11-14	6	19	2	6	6	15	6	11	6	18	5	14
i. 15+	16	52	4	12	13	33	10	18	4	12	9	24
4. Year Contract Expires:												
a. 1985	16	47	26	76	28	67	32	58	21	60	27	73
b. 1986	18	53	3	9	12	29	21	38	12	34	9	24
c. 1987	0	0	5	15	2	5	2	4	2	6	1	3
5. Meet with Teachers to Discuss:												
a. Salary & economic items only	1	3	1	2	9	17	5	8	5	11	8	14
b. Economic-related working conditions	15	40	26	61	24	46	21	34	21	45	17	30
c. Any item	19	50	16	37	18	35	33	54	18	38	27	48
d. Do not meet with teachers	3	8	0	0	1	2	2	3	3	6	4	7

TABLE 1.3
NEWLY RECOGNIZED DISTRICT -
OBTAINMENT OF BARGAINING STATUS

Responses to each item are expressed as a percentage of those responding to the item

Teachers organization was recognized and negotiated a contract for the first time in 1984 as a result of:	State Totals		Geography			
			Chicago Area		State Less Chicago Area	
	#	%	#	%	#	%
a. 701 Election conducted by Regional Superintendent	64	41	2	22	61	41
b. Voluntary recognition by local board - no election	81	51	6	67	75	51
c. Consent election held	10	6	0	0	10	7
d. IELRB hearing	3	2	1	11	2	1

TABLE N-1.3
NEWLY RECOGNIZED DISTRICTS -
OBTAINMENT OF BARGAINING STATUS

Responses to each item are expressed as a percentage of those responding to the item

Teachers organization was recognized and negotiated a contract for the first time in 1984 as a result of:	DuPage		Lake		Northwest		Starved Rock		Three Rivers		Kishwaukee		Cook	
	#	%	#	%	#	%	#	%	#	%	#	%	#	%
a. 701 Election conducted by Regional Supt.	2	50	2	29	4	44	1	11	4	36	2	40	0	0
b. Voluntary recognition by local board - no election	1	25	5	71	5	56	7	78	5	46	2	40	5	100
c. Consent election held	0	0	0	0	0	0	1	11	1	9	1	20	0	0
d. IELRB hearing	1	25	0	0	0	0	0	0	1	9	0	0	0	0

TABLE S-1.3
NEWLY RECOGNIZED DISTRICTS -
OBTAINMENT OF BARGAINING STATUS

Responses to each item are expressed as a percentage of those responding to the item

	Southwestern		Blackhawk/ Western		Corn Belt/CIV		Abe Lincoln/ Illini		Two Rivers/ Kaskaskia		Wabash/Egyptian/Shawnee	
	#	%	#	%	#	%	#	%	#	%	#	%
Teacher organization was recognized and negotiated a contract for the first time in 1984 as a result of:												
a. 701 Election conducted by Regional Superintendent	1	33	6	33	7	37	15	52	11	52	8	50
b. Voluntary recognition by local board - no election	2	67	9	50	12	63	14	48	9	43	5	31
c. Consent election held	0	0	2	11	0	0	0	0	1	5	3	19
d. IELRB hearing	0	0	1	6	0	0	0	0	0	0	0	0

TABLE 1.4
IMPASSE RESOLUTION PROCEDURES

Responses to each item are expressed as a percentage of those responding to the item

	State Totals		Geography			
			Chicago Area		State Less Chicago Area	
	#	%	#	%	#	%
1. FMCS used for:						
a. Mediation	203		33		166	
b. Fact-finding	2		0		2	
c. Interest arbitration	2		0		2	
2. IELRB used for:						
a. Mediation	25	86	6		18	
b. Fact-finding	1	3	1		0	
c. Interest arbitration	3	10	0		3	
3. AAA used for:						
a. Mediation	35	63	11		24	
b. Fact-finding	5	9	0		4	
c. Interest arbitration	16	29	1		15	
4. Other Source used for:						
a. Mediation	1	33	1		0	
b. Fact-finding	1	33	0		1	
c. Interest arbitration	1	33	0		1	

TABLE N-1.4
IMPASSE RESOLUTION PROCEDURES

Responses to each item are expressed as a percentage of those responding to the item

	DuPage		Lake		Northwest		Starved Rock		Three Rivers		Kishwaukee		Cook	
	#	%	#	%	#	%	#	%	#	%	#	%	#	%
1. FMCS used for:														
a. Mediation	10		9		11		5		9		6		23	
b. Fact-finding	0		1		0		0		0		0		0	
c. Interest arbitration	0		0		0		0		0		1		0	
2. IELRB used for:														
a. Mediation	3		0		2		1		1		1		3	
b. Fact-finding	0		0		0		0		0		0		1	
c. Interest arbitration	0		0		0		0		1		0		0	
3. AAA used for:														
a. Mediation	6		0		2		4		3		1		5	
b. Fact-finding	0		0		0		1		0		0		0	
c. Interest arbitration	0		0		1		0		1		3		1	
4. Other Source used for:														
a. Mediation	1		0		0		0		0		0		0	
b. Fact-finding	0		0		0		0		0		1		0	
c. Interest arbitration	0		0		0		0		0		0		0	

TABLE S-1.4
IMPASSE RESOLUTION PROCEDURES

Responses to each item are expressed as a percentage of those responding to the item

	Southwestern		Blackhawk/ Western		Corn Belt/CIV		Abe Lincoln/ Illini		Two Rivers/ Kaskaskia		Wabash/Egyp- tian/Shawnee	
	#	%	#	%	#	%	#	%	#	%	#	%
1. FMCS used for:												
a. Mediation	19		14		15		34		25		18	
b. Fact-finding	0		1		0		0		0		0	
c. Interest arbitration	0		0		1		0		0		0	
2. IELRB used for:												
a. Mediation	1		1		4		3		3		1	
b. Fact-finding	0		0		0		0		0		0	
c. Interest arbitration	0		0		1		0		0		0	
3. AAA used for:												
a. Mediation	2		2		3		2		2		3	
b. Fact-finding	0		1		0		1		0		1	
c. Interest arbitration	2		2		1		2		1		2	
4. Other Source used for:												
a. Mediation	0		0		0		0		0		0	
b. Fact-finding	0		0		0		0		0		0	
c. Interest arbitration	0		0		1		0		0		0	

CHAPTER TWO

Language in Contract or Policy

Tables

Data Summaries

2.1	State Totals/Chicago Area/State Less Chicago Area
N-2.1	Northern Area
S-2.1	Southern Area

Highlights

- A majority of agreements contained scope, reduction in force, good faith, evaluation, association rights, vacancy, and management rights provisions.
- A majority of agreements did not contain class size, school calendar, just cause, academic freedom, maintenance of standards and agency shop provisions.

TABLE 2.1
LANGUAGE
STATE TOTALS/CHICAGO AREA/OUTSIDE CHICAGO AREA

Responses to each item are expressed as a percentage of those responding to the item

	State Totals		Geography			
			Chicago Area		State Less Chicago Area	
	#	%	#	%	#	%
1. Scope (limits items considered):						
a. Agreement	324	61	79	73	240	57
b. Policy	24	4	5	5	19	5
c. Past practice	64	11	9	8	55	13
d. None	121	21	16	14	105	25
2. Class size:						
a. Agreement	85	16	27	25	55	13
b. Policy	42	8	10	9	32	8
c. Past practice	27	5	12	11	15	4
d. None	386	72	59	55	325	76
3. School calendar:						
a. Agreement	175	32	43	39	129	30
b. Policy	42	8	8	7	33	8
c. Past practice	61	11	18	17	43	10
d. None	264	48	40	37	223	52
4. Layoff clause or teacher reduction:						
a. Agreement	304	56	83	77	217	51
b. Policy	64	12	7	7	56	13
c. Past practice	30	6	5	5	25	6
d. None	145	27	13	12	132	31
5. Reduction in force dictated:						
a. By state statute	388	71	49	45	335	77
b. By negotiated agreement:						
1) Seniority-department/subject area	81	15	29	27	51	12
2) Seniority-grade level/grouping	8	2	2	2	6	1
3) Seniority by division	10	2	6	6	4	1
4) Other	61	11	23	21	38	9
If you have a written agreement, which of the following terms/clauses are found in that agreement?						
6. Good faith						
a. yes	298	63	71	70	225	62
b. no	174	37	31	30	140	38
7. Matters of mutual concern						
a. yes	187	40	57	56	128	35
b. no	283	60	45	44	235	65
8. Just cause						
a. yes	124	26	38	37	83	23
b. no	347	74	64	63	281	77
9. Academic freedom						
a. yes	107	23	44	43	62	17
b. no	365	77	58	57	303	83
10. Evaluation procedures						
a. yes	312	66	80	78	228	62
b. no	161	34	22	22	138	38
11. Maintenance of standards						
a. yes	79	17	30	30	48	13
b. no	387	83	69	70	314	87
12. Association/teacher rights						
a. yes	357	76	82	80	271	75
b. no	112	24	20	20	91	25
13. Seniority						
a. yes	297	63	78	77	215	59
b. no	176	37	24	23	151	41
14. Vacancies/transfers						
a. yes	303	64	81	79	217	60
b. no	169	36	21	21	148	41
15. Reduction in force						
a. yes	307	65	82	81	221	60
b. no	165	35	19	19	145	40
16. Agency shop						
a. yes	77	16	25	25	51	14
b. no	392	84	76	75	312	86
17. Management rights						
a. yes	287	62	66	65	216	60
b. no	179	38	36	35	143	40
18. No strike						
a. yes	352	74	78	77	271	74
b. no	121	26	24	23	95	26
19. Length of work day						
a. yes	284	60	74	73	207	57
b. no	187	40	28	28	157	43
20. Grievance of non-contract						
a. yes	122	26	25	25	97	27
b. no	349	74	77	76	267	73
21. Teacher assignments						
a. yes	258	55	59	58	194	53
b. no	213	45	43	42	170	47

TABLE N-2.1
LANGUAGE
Northern Area

Responses to each item are expressed as a percentage of those responding to the item

	DuPage		Lake		Northwest		Starved Rock		Three Rivers		Kishwaukee		Cook	
	#	%	#	%	#	%	#	%	#	%	#	%	#	%
1. Scope (limits items considered):														
a. Agreement	18	75	16	70	21	60	11	46	26	74	12	65	61	72
b. Policy	3	13	1	4	3	9	2	8	2	6	1	4	2	2
c. Past practice	2	8	2	9	4	11	6	25	3	9	2	9	7	8
d. None	1	4	4	17	7	20	5	21	4	11	5	21	15	18
2. Class size:														
a. Agreement	2	9	4	17	3	9	3	13	5	14	7	30	25	29
b. Policy	4	17	1	4	2	5	0	0	1	3	4	18	6	7
c. Past practice	2	9	1	4	2	6	1	4	0	0	2	9	10	12
d. None	15	65	17	74	28	80	20	83	29	83	10	44	44	52
3. School calendar:														
a. Agreement	7	29	12	52	10	29	7	29	14	40	5	22	36	42
b. Policy	3	13	2	9	4	11	1	4	0	0	2	9	5	6
c. Past practice	6	25	2	9	4	11	3	13	4	11	4	17	12	14
d. None	8	33	7	30	17	49	13	54	17	49	12	52	32	38
4. Layoff clause or teacher reduction:														
a. Agreement	20	83	11	48	15	43	14	56	18	51	14	61	63	75
b. Policy	2	8	0	0	6	17	6	24	1	3	2	9	5	6
c. Past practice	0	0	2	9	3	9	1	4	1	3	2	9	5	6
d. None	2	8	10	44	11	31	4	16	15	43	5	22	11	13
5. Reduction in force dictated:														
a. By state statute	11	46	19	83	31	89	19	73	28	78	15	65	38	45
b. By negotiated agreement:														
1) Seniority department/subject area	6	25	2	9	2	6	3	12	3	8	6	26	23	27
2) Seniority-grade level/grouping	1	4	1	4	0	0	0	0	0	0	0	0	1	1
3) Seniority by division	3	13	0	0	0	0	0	0	2	6	0	0	3	4
4) Other	3	13	1	3	2	6	4	15	3	8	2	9	20	24
If you have a written agreement, which of the following terms/clauses are found in that agreement?														
6. Good faith														
a. yes	16	76	16	73	16	52	11	61	12	38	19	83	55	68
b. no	5	24	6	27	15	48	7	39	20	62	4	17	26	32
7. Matters of mutual concern														
a. yes	13	62	11	50	12	39	6	33	16	50	12	55	44	54
b. no	8	38	11	50	19	61	12	67	16	50	10	45	37	46
8. Just cause														
a. yes	9	43	11	50	8	26	3	17	8	25	8	35	29	36
b. no	12	57	11	50	23	74	15	83	24	75	15	65	52	64
9. Academic freedom														
a. yes	9	43	8	36	3	10	4	22	5	16	8	35	35	43
b. no	12	57	14	64	28	90	14	78	27	84	15	65	46	57
10. Evaluation procedures														
a. yes	16	76	14	64	21	68	10	56	17	53	13	57	64	79
b. no	5	24	8	36	10	32	8	44	15	47	10	43	17	21
11. Maintenance of standards														
a. yes	7	35	5	23	3	10	1	6	6	19	7	32	23	29
b. no	13	65	17	77	28	90	17	94	26	81	15	68	56	71
12. Association/teacher rights														
a. yes	19	91	19	86	22	71	14	78	19	61	18	78	63	78
b. no	2	9	3	14	9	29	4	22	12	39	5	22	18	22
13. Seniority														
a. yes	18	86	15	68	17	55	15	79	16	50	12	52	60	74
b. no	3	14	7	32	14	45	4	21	16	50	11	48	21	26
14. Vacancies/transfers														
a. yes	21	100	15	68	16	52	9	50	23	72	14	61	60	74
b. no	0	0	7	32	15	48	9	50	9	28	9	39	21	26
15. Reduction in force														
a. yes	19	91	11	50	15	48	15	79	18	56	12	52	63	79
b. no	2	9	11	50	16	52	4	21	14	44	11	48	17	21
16. Agency shop														
a. yes	4	19	10	45	6	19	3	17	4	13	4	17	21	26
b. no	17	81	12	55	25	81	15	83	27	87	19	83	59	74
17. Management rights														
a. yes	14	67	14	67	19	63	13	72	23	72	17	74	52	64
b. no	7	33	7	33	11	37	5	28	9	28	6	26	29	36
18. No strike														
a. yes	13	62	16	73	23	74	11	64	27	84	19	83	65	80
b. no	8	38	6	27	8	26	6	32	5	16	4	17	16	20
19. Length of work day														
a. yes	12	57	13	59	14	47	11	61	20	63	13	57	62	77
b. no	9	43	9	41	16	53	7	40	12	38	10	43	19	23
20. Grievance of non-contract														
a. yes	4	19	8	36	13	42	5	28	9	28	7	32	21	26
b. no	17	81	14	64	18	58	13	72	23	72	15	68	60	74
21. Teacher assignments														
a. yes	14	67	13	59	15	48	9	50	16	50	9	41	45	56
b. no	7	33	9	41	16	52	9	50	16	50	13	59	36	44

TABLE S-2.1
LANGUAGE
Southern Area

Responses to each item are expressed as a percentage of those responding to the item

	Southwestern		Blackhawk/ Western		Corn Belt/CIV		Abe Lincoln/ Illini		Two Rivers/ Kaskaskia		Wabash/Egyp- tian/Shawnee	
	#	%	#	%	#	%	#	%	#	%	#	%
1. Scope (limits items considered):												
a. Agreement	22	61	22	51	27	56	34	58	22	51	22	48
b. Policy	1	3	0	0	1	2	3	5	2	5	2	4
c. Past practice	7	19	7	16	9	19	7	12	1	2	7	15
d. None	6	17	14	33	11	23	15	25	18	42	15	33
2. Class Size:												
a. Agreement	5	14	1	2	6	12	11	18	2	5	6	13
b. Policy	2	5	2	5	2	6	7	11	7	16	3	7
c. Past practice	2	5	0	0	1	2	4	7	2	5	0	0
d. None	28	75	41	93	40	80	40	62	33	75	37	80
3. School calendar:												
a. Agreement	9	24	12	27	13	26	21	34	12	27	13	28
b. Policy	4	11	1	2	5	10	4	7	7	16	3	6
c. Past practice	2	5	3	7	2	4	8	13	4	9	7	15
d. None	22	60	28	64	30	60	29	47	21	48	24	51
4. Layoff clause or teacher reduction:												
a. Agreement	20	54	15	34	21	42	43	69	20	46	25	52
b. Policy	8	22	9	21	7	14	4	7	7	16	6	13
c. Past practice	2	5	1	2	3	6	4	7	3	7	1	2
d. None	7	19	19	43	19	38	11	18	14	32	16	33
5. Reduction in force dictated:												
a. By state statute	24	67	38	84	38	76	48	77	35	80	37	74
b. By negotiated agreement:												
1) Seniority-department/ subject area	4	11	4	9	4	8	7	11	6	14	9	18
2) Seniority-grade level/ grouping	1	3	0	0	0	0	3	5	0	0	1	2
3) Seniority by division	1	3	0	0	0	0	1	2	0	0	0	0
4) Other	6	17	3	7	8	16	3	5	3	7	3	6
If you have a written agreement, which of the following terms/clauses are found in that agreement?												
6. Good faith												
a. yes	22	69	20	59	22	52	36	66	23	66	26	68
b. no	10	31	14	41	20	48	19	35	12	34	12	32
7. Matters of mutual concern												
a. yes	6	19	6	18	12	29	23	42	12	35	12	32
b. no	26	81	28	82	30	71	32	58	22	65	26	68
8. Just cause												
a. yes	6	19	3	9	6	14	12	22	10	29	8	22
b. no	26	81	31	91	36	86	43	78	25	71	29	78
9. Academic freedom												
a. yes	5	15	3	9	2	5	8	15	7	21	8	21
b. no	28	85	31	91	40	95	47	85	27	79	30	79
10. Evaluation procedure												
a. yes	16	47	20	59	25	60	42	76	21	62	27	71
b. no	18	53	14	41	17	40	13	24	13	38	11	29
11. Maintenance of standards												
a. yes	1	3	2	6	3	7	7	13	6	18	7	18
b. no	32	97	32	94	39	93	47	87	27	82	31	82
12. Association/teacher rights												
a. yes	20	63	22	67	32	76	50	91	25	71	29	78
b. no	12	37	11	33	10	24	5	9	10	29	8	22
13. Seniority												
a. yes	17	52	13	38	21	50	40	73	22	65	26	68
b. no	16	48	21	62	21	50	15	27	12	35	12	32
14. Vacancies/transfers												
a. yes	20	61	23	68	15	36	38	69	21	62	21	55
b. no	13	39	11	32	27	64	17	31	13	38	17	45
15. Reduction in force												
a. yes	19	58	18	53	23	56	44	80	19	54	26	68
b. no	14	42	16	47	18	44	11	20	16	46	12	32
16. Agency shop												
a. yes	3	9	5	15	4	10	5	9	2	6	4	11
b. no	30	91	29	85	38	90	49	91	32	94	34	89
17. Management rights												
a. yes	14	42	16	47	21	50	33	62	26	79	18	49
b. no	19	58	18	53	21	50	20	38	7	21	19	51
18. No strike												
a. yes	20	59	22	65	34	81	37	67	32	94	25	68
b. no	14	41	12	35	8	19	18	33	2	6	12	32
19. Length of wok day												
a. yes	15	46	20	61	21	50	36	66	22	63	20	53
b. no	18	54	13	39	21	50	19	34	13	37	18	47
20. Grievance of non-contract												
a. yes	8	24	6	18	8	19	13	24	8	24	10	26
b. no	26	76	28	82	33	81	42	76	26	76	28	74
21. Teacher assignments												
a. yes	13	39	20	59	16	38	37	67	18	53	26	68
b. no	20	61	14	41	26	62	18	33	16	47	12	32

CHAPTER THREE

Procedures for Collective Bargaining

Tables

Data Summaries

3.1 State Totals/Chicago Area/Outside Chicago Area
N-3.1 Northern Area
S-3.1 Southern Area

Highlights

- Statewide, a majority of districts reported that someone other than a board member served as the chief spokesperson for the board during negotiations.

TABLE 3.1
PROCEDURES

Responses to each item are expressed as a percentage of those responding to the item

	State Totals		Bargaining Status				Geography			
			Signed Agreement		No Agreement		Chicago Area		State Less Chicago Area	
	#	%	#	%	#	%	#	%	#	%
1. Teacher organization has provided teachers with:										
a. Training programs only	3	1	3	0	0	0	0	0	3	1
b. Training and consulting help	85	15	80	17	4	6	18	17	67	15
c. (b) plus assistance	250	45	248	52	1	1	61	57	185	42
d. Some help	169	31	127	27	39	56	21	20	147	34
e. No assistance	44	8	15	3	26	37	8	7	36	8
2. The board's team has:										
a. Board members and administrators	223	41	186	39	37	60	38	35	185	43
b. Board members only	87	16	70	15	14	23	7	6	80	19
c. Administrators only	25	5	17	4	7	11	10	9	15	4
d. Plus attorney or consultant	212	39	205	43	4	7	55	50	152	35
3. Superintendent's role:										
a. On Board team	145	26	130	27	14	22	26	24	117	27
b. Board spokesman	57	10	48	10	7	11	8	7	48	11
c. Board consultant	238	43	218	46	16	25	52	47	184	42
d. Consultant to both parties	92	17	64	13	26	41	18	16	74	17
e. Not involved	19	3	18	4	1	2	6	6	13	3
4. Board attorney is:										
a. Team member	125	23	121	26	3	5	41	37	82	19
b. "On call"	136	25	122	26	13	22	20	18	114	27
c. Used for language approval only	69	13	67	14	2	3	18	16	51	12
d. Not used in negotiations--no experience	99	18	75	16	22	37	3	3	96	23
e. Not used--has negotiations experience	112	21	89	19	20	33	28	26	83	20
5. Board spokesman is:										
a. Board member	213	39	177	37	32	53	27	25	186	43
b. Superintendent	66	12	51	11	14	23	10	9	56	13
c. Administrator other than Superintendent	34	6	34	7	0	0	14	13	20	5
d. Local attorney	25	5	24	5	1	2	11	10	14	3
e. Outside professional	192	35	186	39	3	5	43	39	144	33
f. No one designated	17	3	6	1	11	18	5	5	12	3
6. Chief negotiator for teachers:										
a. Local teacher	372	68	320	67	45	74	52	47	319	74
b. IEA/IFT representative	156	29	153	32	2	3	53	48	100	23
c. Attorney										
d. Outside professional	1	0	1	0	0	0				
e. No one designated	18	3	4	1	14	23	5	5	13	3

TABLE N-3.1
PROCEDURES
Northern Area

Responses to each item are expressed as a percentage of those responding to the item

	DuPage		Lake		Northwest		Starved Rock		Three Rivers		Kishwaukee		Cook	
	#	%	#	%	#	%	#	%	#	%	#	%	#	%
1. Teacher organization has provided teachers with:														
a. Training programs only	0	0	0	0	2	6	0	0	0	0	0	0	0	0
b. Training and consulting help	2	8	1	4	7	21	5	19	6	17	4	17	16	19
c. (b) plus assistance	12	50	13	54	13	38	13	50	13	36	9	39	49	58
d. Some help	9	38	10	42	11	32	6	23	14	39	10	44	12	14
e. No assistance	1	4	0	0	1	3	2	8	3	8	0	0	7	8
2. The board's team has:														
a. Board members & administrators	6	25	9	39	15	43	8	32	21	58	5	22	32	37
b. Bd members only	2	8	2	9	14	40	5	20	1	3	8	35	5	6
c. Adm. only	2	8	0	0	1	3	1	4	2	6	1	4	8	9
d. Plus attorney or consultant	14	58	12	52	5	14	11	44	12	33	9	39	41	48
3. Supt's role:														
a. On board team	5	21	6	24	5	14	8	32	9	25	4	17	21	24
b. Board spokesman	1	4	0	0	3	9	1	4	11	31	1	4	7	8
c. Board consultant	12	50	13	52	16	46	11	44	13	36	13	57	40	47
d. Consultant to both parties	3	13	4	16	11	31	5	20	2	6	4	17	15	17
e. Not involved	3	13	2	8	0	0	0	0	1	3	1	4	3	4
4. Board attorney is:														
a. Team member	11	46	10	42	4	12	9	36	6	16	3	13	30	35
b. "On call"	2	8	2	8	13	38	8	32	9	24	4	17	18	21
c. Used for language approval	2	8	7	29	7	21	2	8	5	14	4	17	16	19
d. Not used in negotiations-no experience	2	8	2	8	3	9	4	16	9	24	4	17	1	1
e. Not used-has negotiations experience	7	29	3	13	7	21	2	8	8	22	8	35	21	24
5. Board spokesman is:														
a. Board member	5	21	11	46	24	69	11	44	7	19	13	57	22	26
b. Superintendent	2	8	0	0	4	11	2	8	13	36	1	4	8	9
c. Administrator other than Superintendent	1	4	1	4	1	3	0	0	3	8	1	4	13	15
d. Local attorney	3	13	0	0	0	0	3	12	1	3	1	4	8	9
e. Outside professional	12	50	12	50	5	14	8	32	11	31	7	30	31	36
f. No one designated	1	4	0	0	1	3	1	4	1	3	0	0	4	5
6. Chief negotiator for teachers:														
a. Local teacher	12	50	10	42	29	83	15	60	24	67	17	74	40	47
b. IEA/IFT representative	11	46	14	58	5	14	10	40	12	33	6	26	42	49
c. Attorney														
d. Outside professional														
e. No one designated	1	4	0	0	1	3	0	0	0	0	0	0	4	5

TABLE S-3.1
PROCEDURES
Southern Area

Responses to each item are expressed as a percentage of those responding to the item

	Southwestern		Blackhawk/ Western		Corn Belt/CIV		Abe Lincoln/ Illini		Two Rivers/ Kaskaskia		Wabash/Egyptian/Shawnee	
	#	%	#	%	#	%	#	%	#	%	#	%
1. Teacher organization has provided teachers with:												
a. Training programs only	1	3	0	0	0	0	0	0	0	0	0	0
b. Training and consulting help	5	14	11	26	13	26	10	16	1	2	4	8
c. (b) plus assistance	19	51	13	31	18	36	27	44	26	55	20	38
d. Some help	7	19	14	33	16	32	21	34	12	26	25	47
e. No assistance	5	14	4	10	3	6	3	5	8	17	4	8
2. The board's team has:												
a. Board members and administrators	22	63	15	33	21	41	21	35	17	39	29	57
b. Board members only	2	6	8	18	17	33	11	18	5	11	6	12
c. Administration only	2	6	2	4	1	2	3	5	1	2	1	2
d. Plus attorney or consultant	9	26	20	44	12	24	25	42	21	48	15	29
3. Superintendent's role:												
a. On board team	12	34	14	31	12	24	20	33	13	30	14	26
b. Board spokesman	6	17	7	16	2	4	4	7	4	9	9	17
c. Board consultant	13	37	17	38	25	49	22	37	18	41	20	38
d. Consultant to both parties	3	9	5	11	10	20	11	18	9	21	10	19
e. Not involved	1	3	2	4	2	4	3	5	0	0	0	0
4. Board attorney is:												
a. Team member	1	3	9	21	5	10	17	28	8	19	9	18
b. "On call"	15	43	10	23	13	27	8	13	11	26	21	42
c. Used for language approval only	3	9	3	7	4	8	11	18	2	5	2	4
d. Not used in negotiations--no experience	9	26	14	33	10	21	11	18	17	40	11	22
e. Not used--has negotiations experience	7	20	7	16	16	33	13	22	5	12	7	14
5. Board spokesman is:												
a. Board Member	16	46	14	31	28	56	22	37	17	39	21	41
b. Superintendent	6	17	10	22	3	6	4	7	5	11	8	16
c. Administrator other than Superintendent	3	9	0	0	4	8	5	8	1	2	0	0
d. Local attorney	1	3	0	0	2	4	3	5	2	5	0	0
e. Outside professional	9	26	20	44	11	22	24	40	19	43	18	35
f. No one designated	0	0	1	2	2	4	2	3	0	0	4	8
6. Chief negotiator for teachers:												
a. Local teacher	25	71	34	76	42	84	49	82	31	71	40	78
b. IEA/IFT representative	10	29	7	16	6	12	9	15	11	25	9	18
c. Attorney												
d. Outside professional												
e. No one designated	0	0	4	9	2	4	2	3	2	5	2	4

CHAPTER FOUR

Cost of Bargaining

Tables

Data Summaries

4.1 Cost of Bargaining in Dollars
State/Chicago Area/State Less Chicago Area

4.2 Cost of Bargaining in Dollars
Signed Agreements/Without Agreements

Highlights

- The cost of bargaining ranged from a high of $67,524 to a low of $100. The average cost was $5,638.

TABLE 4.1
COST OF BARGAINING IN DOLLARS
State/Chicago Area/State Less Chicago Area

	State Dollar Cost				Chicago Area Dollar Cost				State Less Chicago Area Dollar Cost			
	#	High	Low	Mean	#	High	Low	Mean	#	High	Low	Mean
Professional negotiator as spokesman	200	67,524	100	5,638	48	3,500	400	6,020	148	67,524	100	5,551
Salary or fees of attorney or consultant, but not spokesman	155	11,282	2	1,183	33	11,282	2	1,615	122	10,884	45	1,067
Training cost--board team	240	2,000	15	381	38	2,000	15	293	200	2,000	22	399
Cost--third party neutrals	25	10,413	20	1,403	8	10,413	497	2,371	16	3,000	20	996

TABLE 4.2
COST OF BARGAINING IN DOLLARS
Signed Agreements/Without Agreements

	Dollar Cost/Signed Agreement				Dollar Cost/Without Agreements			
	#	High	Low	Mean	#	High	Low	Mean
Professional negotiator as spokesman	199	67,524	100	5,619	2	3,400	1,045	2,223
Salary or fees of attorney or consultant, but not spokesman	151	11,282	2	1,201	3	900	200	512
Training cost--board team	217	2,000	15	384	23	1,000	100	352
Cost--third party neutrals	25	10,413	20	1,403	0	0	0	0

Part Two

How Collective Bargaining Affects Decision Making in Illinois Schools, 1984-85

34 Miscellaneous Decisions Found in Teacher Proposals

37 Direct Teacher Benefits

40 Implied Teacher Benefits

43 Decisions Related Directly to Teacher Security

46 Decisions Related to Implied Teacher Security Issues

CHAPTER ONE

Miscellaneous Decisions Found in Teacher Proposals

Tables

Data Summaries

1.1 Effect of Agreement and Geography on Decision Making

1.2 Total of All Categories of Teacher Involvement

Highlight

- A majority of districts would involve teachers in the making of decisions regarding requests to attend a union convention.
- A majority of districts would not involve teachers in the making of decisions regarding establishing a citizen advisory committee, replacing a head coach, adding a learning disability teacher, approving building specifications, holding a tax referendum, or approving union requests to use the P.A. system.

TABLE 1.1
MISCELLANEOUS DECISIONS
Effect of Agreement and Geography on Decision Making

Responses to each item are expressed as a percentage of those responding to the item

	State Totals		Bargaining Status				Geography			
			Signed Agreement		No Agreement		Chicago Area		State Less Chicago Area	
	#	%	#	%	#	%	#	%	#	%
1. Establish citizens advisory committee:										
a. Do not involve	375	65	324	68	41	48	79	71	291	64
b. Policy involvement	197	34	151	32	44	52	32	29	165	36
Required by contract:										
c. Consult with teachers or unions	1	0	1	0	0	0	0	0	1	0
d. Get approval of teachers or unions										
e. No teachers - unions only										
2. Replace head coach:										
a. Do not involve	512	91	427	91	73	88	81	76	426	94
b. Policy involvement	43	8	33	7	10	12	17	16	26	6
Required by contract:										
c. Consult with teachers or unions	5	1	5	1	0	0	4	4	1	0
d. Get approval of teachers or unions	4	1	4	1	0	0	3	3	1	0
e. No teachers - unions only	1	0	1	0	0	0	1	1	0	0
3. Add learning disabilities teacher:										
a. Do not involve	474	83	400	84	64	76	95	86	374	82
b. Policy involvement	90	16	68	14	20	24	15	14	75	16
Required by contract:										
c. Consult with teachers or unions	4	1	4	1	0	0	1	1	3	1
d. Get approval of teachers or unions	2	0	2	0	0	0	0	0	2	0
e. No teachers - unions only	2	0	2	0	0	0	0	0	2	0
4. Approve building specs:										
a. Do not involve	318	56	269	57	43	51	55	51	261	57
b. Policy involvement	248	44	201	42	42	50	54	50	191	42
Required by contract:										
c. Consult with teachers or unions	4	1	4	1	0	0	0	0	4	1
d. Get approval of teachers or unions										
e. No teachers - unions only										
5. Hold tax referendum:										
a. Do not involve	292	51	245	52	41	48	65	59	226	49
b. Policy involvement	281	49	230	48	45	52	45	41	232	51
Required by contract:										
c. Consult with teachers or unions	1	0	1	0	0	0	0	0	1	0
d. Get approval of teachers or unions										
e. No teachers - unions only										
6. Association requests for P.A. announcements:										
a. Do not involve	289	52	232	50	48	63	57	54	228	52
b. Policy involvement	211	38	182	39	28	37	33	31	177	40
Required by contract:										
c. Consult with teachers or unions	29	5	29	6	0	0	7	7	22	5
d. Get approval of teachers or unions	14	3	14	3	0	0	6	6	8	2
e. No teachers - unions only	7	1	7	2	0	0	3	3	4	1
7. Consider request attend union convention:										
a. Do not involve	193	35	138	29	46	64	36	33	155	35
b. Policy involvement	151	27	125	27	24	33	24	22	125	28
Required by contract:										
c. Consult with teachers or unions	95	17	94	20	1	1	20	19	75	17
d. Get approval of teachers or unions	80	14	79	17	1	1	17	16	63	14
e. No teachers - unions only	35	6	35	7	0	0	11	10	23	5

TABLE 1.2
MISCELLANEOUS DECISIONS
Total of all Categories of Teacher Involvement

Responses to each item are expressed as a percentage of those responding to the item

	State Totals		Bargaining Status				Geography			
			Signed Agreement		No Agreement		Chicago Area		State Less Chicago Area	
	#	%	#	%	#	%	#	%	#	%
1. Establish citizens advisory committee:	198	34	152	33	44	52	32	29	166	36
2. Replace head coach:	53	10	43	9	10	12	25	24	28	6
3. Add learning disabilities teacher:	98	17	76	15	20	24	16	15	82	17
4. Approve building specs:	252	45	205	43	42	50	54	50	195	43
5. Hold tax referendum:	282	49	231	48	45	52	45	41	233	51
6. Association requests for P.A. announcements:	261	47	232	50	28	37	49	47	211	48
7. Consider request attend union convention:	361	64	333	71	26	35	72	67	286	64

CHAPTER TWO

Direct Teacher Benefits

Tables

Data Summaries

2.1 Effect of Agreement and Geography on Decision Making

2.2 Total of All Categories of Teacher Involvement

Highlights

- A majority of districts would involve teachers in the making of decisions regarding assignment of non-paid duty, adoption of salary schedule, change in insurance benefits, change in sick leave policy, preparation of school calendar, change in payroll procedure, an increase in the school day, change in length of lunch period, and retirement bonus provisions.
- A majority of districts would not involve teachers in making decisions regarding days off from unused snow days and increases in class size.

TABLE 2.1
DIRECT TEACHER BENEFITS
Effect of Agreement and Geography on Decision Making

Responses to each item are expressed as a percentage of those responding to the item

	State Totals		Bargaining Status				Geography			
			Signed Agreement		No Agreement		Chicago Area		State Less Chicago Area	
	#	%	#	%	#	%	#	%	#	%
1. Assign non-paid duty:										
a. Do not involve	182	33	156	34	21	25	30	29	148	33
b. Policy involvement	292	52	222	48	63	74	44	43	248	55
Required by contract:										
c. Consult with teachers or unions	46	8	46	10	0	0	14	14	31	7
d. Get approval of teachers or unions	22	4	21	5	1	1	6	6	16	4
e. No teachers - unions only	17	3	17	4	0	0	9	9	8	2
2. Adopt salary schedule:										
a. Do not involve	22	4	4	1	16	19	3	3	19	4
b. Policy involvement	107	19	32	7	65	78	9	8	98	21
Required by contract:										
c. Consult with teachers or unions	136	24	134	28	2	2	25	23	109	24
d. Get approval of teacher or unions	237	41	237	50	0	0	54	50	182	40
e. No teachers - unions only	70	12	70	15	0	0	18	17	50	11
3. Increase insurance benefits:										
a. Do not involve	49	9	29	6	19	22	14	13	35	8
b. Policy involvement	179	31	104	22	64	75	22	20	155	34
Required by contract:										
c. Consult with teachers or unions	126	22	124	26	2	2	19	17	106	23
d. Get approval of teachers or unions	170	30	170	36	0	0	38	35	131	29
e. No teachers - unions only	48	8	48	10	0	0	17	16	30	7
4. Change sick leave policy:										
a. Do not involve	46	8	16	3	24	28	5	5	41	9
b. Policy involvement	116	20	48	10	62	72	14	13	102	22
Required by contract:										
c. Consult with teacher or unions	119	21	119	25	0	0	19	17	98	21
d. Get approval of teachers or unions	225	39	225	47	0	0	55	50	169	37
e. No teachers - unions only	67	12	67	14	0	0	17	16	48	11
5. Prepare school calendar:										
a. Do not involve	195	34	146	31	41	48	21	19	173	38
b. Policy involvement	261	45	212	44	45	52	58	52	202	44
Required by contract:										
c. Consult with teacher or union	111	19	111	23	0	0	32	29	78	17
d. Get approval of teachers or unions	8	1	8	2	0	0	0	0	6	1
e. No teachers - unions only	1	0	1	0	0	0	0	0	1	0
6. Day off from unused snow day:										
a. Do not involve	336	59	264	60	44	52	70	64	263	57
b. Policy involvement	189	33	144	30	41	48	27	25	161	35
Required by contract:										
c. Consult with teachers or unions	32	6	32	7	0	0	8	7	24	5
d. Get approval of teachers or unions	10	2	10	2	0	0	2	2	8	2
e. No teachers - unions only	7	1	7	2	0	0	3	3	3	1
7. Change payroll procedure:										
a. Do not involve	96	17	69	15	22	26	11	10	82	18
b. Policy involvement	207	37	138	29	62	73	41	38	166	37
Required by contract:										
c. Consult with teachers or unions	91	16	91	19	0	0	17	16	73	16
d. Get approval of teachers or unions	122	22	121	26	1	1	29	27	92	20
e. No teachers - unions only	51	9	51	11	0	0	11	10	40	9
8. Increase length of day:										
a. Do not involve	144	25	107	23	29	35	15	14	127	28
b. Policy involvement	218	38	160	34	54	64	37	34	163	39
Required by contract:										
c. Consult with teachers or unions	77	14	77	16	0	0	19	17	57	13
d. Get approval of teachers or unions	102	18	101	21	1	1	27	25	74	16
e. No teachers - unions only	31	5	31	7	0	0	12	11	19	4
9. Revise length of lunch period:										
a. Do not involve	204	36	163	34	32	38	25	23	177	39
b. Policy involvement	256	45	200	42	53	62	46	41	209	46
Required by contract:										
c. Consult with teachers or unions	47	8	47	10	0	0	18	16	28	6
d. Get approval of teachers or unions	53	9	53	11	0	0	16	14	36	8
e. No teachers - unions only	14	2	14	3	0	0	6	5	8	2
10. Increase class size:										
a. Do not involve	377	66	311	66	57	67	69	62	304	67
b. Policy involvement	151	26	121	26	27	32	29	26	122	27
Required by contract:										
c. Consult with teachers or unions	23	4	23	5	0	0	9	8	14	3
d. Get approval of teachers or unions	14	3	13	3	1	1	2	2	11	3
e. No teachers - unions only	6	1	6	1	0	0	2	2	4	1
11. Provide retirement bonus:										
a. Do not involve	240	43	194	42	36	43	33	30	205	46
b. Policy involvement	162	29	112	24	48	57	36	33	125	28
Required by contract:										
c. Consult with teachers or unions	70	13	70	15	0	0	17	16	53	12
d. Get approval of teachers or unions	65	12	65	14	0	0	14	13	50	11
e. No teachers - unions only	25	4	25	5	0	0	4	4	15	3

TABLE 2.2
DIRECT TEACHER BENEFITS
Total of all Categories of Teacher Involvement

Responses to each item are expressed as a percentage of those responding to the item

	State Totals		Bargaining Status				Geography			
			Signed Agreement		No Agreement		Chicago Area		State Less Chicago Area	
	#	%	#	%	#	%	#	%	#	%
1. Assign non-paid duty:	377	67	306	67	64	75	73	72	303	68
2. Adopt salary schedule:	550	96	473	100	67	80	106	98	439	96
3. Increase insurance benefits:	523	91	446	94	66	77	96	88	422	93
4. Change sick leave policy:	527	92	459	96	62	72	105	96	417	91
5. Prepare school calendar:	381	65	332	69	45	52	90	81	287	62
6. Day off from unused snow day:	238	42	193	41	41	48	40	37	196	43
7. Change payroll procedure:	471	84	401	85	63	74	98	91	371	82
8. Increase length of day:	428	75	369	78	55	65	95	87	330	72
9. Revise length of lunch period:	370	64	314	66	53	62	86	76	281	62
10. Increase class size:	194	34	163	35	28	33	42	38	151	34
11. Provide retirement bonus:	322	58	272	58	48	57	76	70	243	54

CHAPTER THREE

Implied Teacher Benefits

Tables

Data Summaries

3.1 Effect of Agreement and Geography on Decision Making

3.2 Total of All Categories of Teacher Involvement

Highlights

- A majority of districts would involve teachers in all decision areas examined in this section.

TABLE 3.1
IMPLIED TEACHER BENEFITS
EFFECT OF AGREEMENT AND GEOGRAPHY ON DECISION MAKING

Responses to each item are expressed as a percentage of those responding to the item

Decision Area	State Totals		Bargaining Status				Geography			
			Signed Agreement		No Agreement		Chicago Area		State Less Chicago Area	
	#	%	#	%	#	%	#	%	#	%
1. Request subject matter convention:										
a. Do not involve	217	38	183	39	27	33	45	41	169	37
b. Policy involvement	313	55	252	53	56	68	58	53	253	56
Required by contract:										
c. Consult with teachers or unions	22	4	22	5	0	0	2	2	20	4
d. Get approval of teachers or unions	14	3	14	3	0	0	4	4	10	2
e. No teachers-unions only	2	0	2	0	0	0	0	0	2	0
2. Assign curriculum committee:										
a. Do not involve	78	14	63	13	11	13	11	9	67	15
b. Policy involvement	467	81	384	80	75	87	87	78	376	82
Required by contract:										
c. Consult with teachers or unions	21	4	21	4	0	0	7	6	14	3
d. Get approval of teachers or unions	6	1	6	1	0	0	1	2	3	1
e. No teachers-unions only	4	1	4	1	0	0	4	4	0	0
3. Assign summer school positions:										
a. Do not involve	248	46	213	47	27	35	49	46	198	46
b. Policy involvement	247	45	193	42	51	65	39	36	204	47
Required by contract:										
c. Consult with teachers or unions	27	5	27	6	0	0	12	11	15	4
d. Get approval of teachers or unions	17	3	17	4	0	0	5	5	12	3
e. No teachers-unions only	6	1	6	1	0	0	2	2	4	1
4. Adopt new textbooks:										
a. Do not involve	42	7	39	8	3	4	10	9	32	7
b. Policy involvement	518	90	423	89	83	97	97	87	417	91
Required by contract:										
c. Consult with teachers or unions	15	3	15	3	0	0	4	4	10	2
d. Get approval of teachers or unions	1	0	1	0	0	0	0	0	1	0
e. No teachers-unions only	0	0	0	0	0	0	0	0	0	0
5. Purchase supplies, books										
a. Do not involve	97	17	92	19	5	6	19	17	78	17
b. Policy involvement	473	82	380	80	81	94	89	80	379	82
Required by contract:										
c. Consult with teachers or unions	4	1	4	1	0	0	3	3	1	0
d. Get approval of teachers or unions	1	0	1	0	0	0	0	0	1	0
e. No teachers-unions only	0	0	0	0	0	0	0	0	0	0
6. Establish curriculum committee:										
a. Do not involve	93	16	79	17	10	12	15	14	78	17
b. Policy involvement	463	80	379	79	76	88	89	80	370	80
Required by contract:										
c. Consult with teachers or unions	13	2	13	3	0	0	4	4	4	2
d. Get approval of teachers or unions	5	1	5	1	0	0	1	1	3	1
e. No teachers-unions only	2	0	2	0	0	0	2	2	0	0
7. Agree to use student teachers:										
a. Do not involve	171	30	151	32	15	17	45	41	124	27
b. Policy involvement	395	70	317	67	71	83	63	57	329	72
Required by contract:										
c. Consult with teachers or unions	3	1	3	1	0	0	2	2	1	0
d. Get approval of teachers or unions	3	1	3	1	0	0	1	0	2	0
e. No teachers-unions only	0	0	0	0	0	0	0	0	0	0
8. Arrange in-service program:										
a. Do not involve	58	10	54	11	2	2	14	13	43	9
b. Policy involvement	497	87	403	85	84	98	93	84	400	87
Required by contract:										
c. Consult with teachers or unions	15	3	15	3	0	0	3	3	12	3
d. Get approval of teachers or unions	2	0	2	0	0	0	0	0	2	0
e. No teachers-unions only	2	0	2	0	0	0	1	1	1	0

TABLE 3.2
IMPLIED TEACHER BENEFITS
Total of All Categories of Teacher Involvement*

Responses to each item are expressed as a percentage of those responding to the item

Decision Area	State Totals		Bargaining Status				Geography			
			Signed Agreement		No Agreement		Chicago Area		State Less Chicago Area	
	#	%	#	%	#	%	#	%	#	%
1. Request for subject matter convention	351	62	290	61	56	68	64	59	286	62
2. Assign curriculum committee	498	87	415	86	75	87	100	90	393	86
3. Assign summer school positions	297	54	243	53	51	65	58	54	235	62
4. Adopt new textbooks	534	93	439	92	83	97	101	91	428	93
5. Purchase supplies, books	478	83	385	81	81	94	92	83	381	82
6. Establish curriculum committee	483	83	399	83	76	88	96	87	377	83
7. Agree to use student teachers	401	72	323	69	71	83	66	59	332	72
8. Arrange in-service program	516	90	422	88	84	98	97	87	415	90

*Excludes the "Do Not Involve" Category

CHAPTER FOUR

Decisions Related Directly to Teacher Security

Tables

Data Summaries

4.1 Effect of Agreement and Geography on Decision Making

4.2 Total of All Categories of Teacher Involvement

Highlights

- A majority of districts would involve teachers in making decisions relative to revising the teacher evaluation procedure, reassigning teachers, reassigning paid extra duties, developing pupil discipline procedures, limiting irrelevant classroom discussion, and revising the grievance procedure.
- Issuing individual contracts, reprimanding teachers, issuing dismissal notices, reducing staff, and evaluating principals are decision areas in which a majority of districts would not involve teachers.

TABLE 4.1

DIRECT TEACHER SECURITY RELATED:

EFFECT OF AGREEMENT AND GEOGRAPHY ON DECISION MAKING

Responses to each item are expressed as a percentage of those responding to the item.

Decision Area	State Totals		Bargaining Status				Geography			
			Signed Agreement		No Agreement		Chicago Area		State Less Chicago Area	
	#	%	#	%	#	%	#	%	#	%
1. Issue individual contracts:										
a. Do not involve	377	67	297	64	68	79	71	66	302	67
b. Policy involvement	52	9	35	8	17	20	11	10	41	9
Required by contract:										
c. Consult with teachers or unions	26	5	26	6	0	0	1	1	25	6
d. Get approval of teachers or unions	47	8	46	10	1	1	7	7	40	9
e. No teachers-unions only	64	11	64	14	0	0	17	16	46	10
2. Revise teacher evaluation										
a. Do not involve	111	19	88	18	18	21	8	7	102	22
b. Policy involvement	299	52	225	47	67	78	51	46	245	53
Required by contract:										
c. Consult with teachers or unions	79	14	78	16	1	1	25	23	54	12
d. Get approval of teachers or unions	65	11	65	14	0	0	19	17	45	10
e. No teachers-unions only	22	4	22	5	0	0	8	7	14	3
3. Reassign teacher:										
a. Do not involve	222	39	179	37	41	48	42	38	179	39
b. Policy involvement	262	46	208	44	45	52	45	41	213	46
Required by contract:										
c. Consult with teachers or unions	73	13	73	15	0	0	18	16	55	12
d. Get approval of teachers or unions	14	2	14	3	0	0	3	3	11	2
e. No teachers-unions only	5	1	5	1	0	0	3	3	2	0
4. Reassign paid extra duty job:										
a. Do not involve	229	40	188	40	36	42	37	34	190	41
b. Policy involvement	265	46	208	44	50	58	50	46	212	46
Required by contract:										
c. Consult with teachers or unions	56	10	56	12	0	0	14	13	42	9
d. Get approval of teachers or unions	14	3	14	4	0	0	5	5	14	3
e. No teachers-unions only	4	1	4	1	0	0	2	2	2	0
5. Develop pupil discipline										
a. Do not involve	76	13	68	14	6	7	15	14	61	13
b. Policy involvement	486	84	396	83	80	93	93	84	389	85
Required by contract:										
c. Consult with teachers or unions	8	1	8	2	0	0	2	2	5	1
d. Get approval of teachers or unions	4	1	4	1	0	0	0	0	4	1
e. No teachers-unions only	2	0	2	0	0	0	1	1	1	0
6. Reprimand a teacher:										
a. Do not involve	442	77	351	74	80	93	81	74	358	79
b. Policy involvement	47	8	40	8	6	7	11	10	34	7
Required by contract:										
c. Consult with teachers or unions	63	11	63	13	0	0	10	9	53	12
d. Get approval of teachers or unions	12	2	12	3	0	0	3	3	9	2
e. No teachers-unions only	8	1	8	2	0	0	4	4	4	1
7. Issue non-tenure teacher dismissal notice										
a. Do not involve	483	84	394	83	77	91	86	78	393	86
b. Policy involvement	52	9	44	9	8	9	14	13	37	8
Required by contract:										
c. Consult with teachers or unions	28	5	28	6	0	0	7	6	21	5
d. Get approval of teachers or unions	7	1	7	2	0	0	3	3	4	1
e. No teachers-unions only	2	0	2	0	0	0	0	0	2	0
8. Eliminate position-reduce staff										
a. Do not involve	363	63	293	61	59	69	69	62	290	63
b. Policy involvement	142	25	115	24	26	31	25	23	117	26
Required by contract:										
c. Consult with teachers or unions	51	9	51	11	0	0	11	10	39	9
d. Get approval of teachers or unions	13	2	13	3	0	0	5	5	8	2
e. No teachers-unions only	5	1	5	1	0	0	1	1	4	1
9. Terminate tenure teachers:										
a. Do not involve	443	77	353	74	78	92	72	66	367	80
b. Policy involvement	48	8	41	9	7	8	15	14	33	7
Required by contract:										
c. Consult with teachers or unions	51	9	51	11	0	0	13	12	37	8
d. Get approval of teachers or unions	20	4	20	4	0	0	6	6	14	3
e. No teachers-unions only	10	2	10	2	0	0	4	4	6	1
10. Limit irrelevant classroom discussion:										
a. Do not involve	228	41	189	40	32	40	36	33	189	42
b. Policy involvement	278	49	227	48	48	59	56	51	220	49
Required by contract:										
c. Consult with teachers or unions	28	5	28	6	0	0	9	8	19	4
d. Get approval of teachers or unions	23	4	22	5	1	1	5	5	18	4
e. No teachers-unions only	6	1	6	1	0	0	3	3	3	1
11. Revise grievance procedure:										
a. Do not involve	34	6	8	2	20	26	3	3	31	7
b. Policy involvement	112	20	44	10	57	73	12	11		
Required by contract:										
c. Consult with teachers or unions	123	22	123	29	0	0	22	20	100	22
d. Get approval of teacher or unions	221	39	220	46	1	1	51	46	98	22
e. No teachers-unions only	74	13	74	16	0	0	22	20	169	38
12. Evaluate principals:										
a. Do not involve	506	89	430	91	65	79	95	86	406	90
b. Policy involvement	58	10	40	8	17	21	14	13	44	10
Required by contract:										
c. Consult with teachers or unions	3	1	3	1	0	0	1	1	2	0
d. Get approval of teachers or unions	1	0	1	0	0	0	0	0	1	0
e. No teachers-unions only	1	0	1	0	0	0	1	1	0	0

TABLE 4.2
DIRECT TEACHER SECURITY RELATED:
TOTAL OF ALL CATEGORIES OF TEACHER INVOLVEMENT*

Responses to each item are expressed as a percentage of those responding to the item

Decision Area	State Totals		Bargaining Status				Geography			
			Signed Agreement		No Agreement		Chicago Area		State Less Chicago Area	
	#	%	#	%	#	%	#	%	#	%
1. Issue individual contracts	189	33	171	38	18	21	36	34	152	34
2. Revise teacher evaluation	465	81	390	82	68	79	103	93	358	78
3. Reassign teacher	354	61	300	63	45	52	69	62	281	61
4. Reassign paid extra duty job	344	60	287	60	50	58	71	66	270	59
5. Develop pupil discipline	500	87	410	86	80	93	96	86	399	87
6. Reprimand a teacher	130	23	123	26	6	7	28	26	100	22
7. Issue non-tenure dismissal notice	89	16	81	17	8	9	24	22	64	14
8. Eliminate position-reduce staff	211	37	184	39	26	31	42	38	168	37
9. Terminate tenure teachers	129	23	122	26	7	8	38	34	90	20
10. Limit irrelevant classroom discussion	335	59	283	60	49	60	73	67	260	58
11. Revise grievance procedure	530	94	466	98	58	74	107	97	367	93
12. Evaluate principals	64	11	45	9	17	21	16	14	47	10

* Excludes the "Do Not Involve" category

CHAPTER FIVE

Decisions Related to Implied Teacher Security Issues

Tables

Data Summaries

5.1 Effect of Agreement and Geography on Decision Making

5.2 Total of All Categories of Teacher Involvement

Highlights

- Except for a situation in which the adoption of an experimental program was being considered, a majority of districts would not involve teachers in any of the decision areas examined in this section.

TABLE 5.1
IMPLIED TEACHER SECURITY RELATED TOTALS:
EFFECT OF AGREEMENT AND GEOGRAPHY ON DECISION MAKING

Responses to each item are expressed as a percentage of those responding to the item

Decision Area	State Totals		Bargaining Status				Geography			
			Signed Agreement		No Agreement		Chicago Area		State Less Chicago Area	
	#	%	#	%	#	%	#	%	#	%
1. Add a teaching position:										
a. Do not involve	506	87	426	89	68	79	98	88	403	88
b. Policy involvement	59	10	41	9	18	21	10	9	49	11
Required by contract:										
c. Consult with teachers or unions	7	1	7	2	0	0	2	2	5	1
d. Get approval of teachers or unions	2	0	2	0	0	0	0	0	2	0
e. No teachers-unions only	1	0	1	0	0	0	1	1	0	0
2. Hire a new teacher:										
a. Do not involve	503	87	415	87	77	90	90	81	408	89
b. Policy involvement	57	10	47	10	9	10	18	16	39	9
Required by contract:										
c. Consult with teachers or unions	13	2	13	3	0	0	2	2	11	2
d. Get approval of teachers or unions	1	0	1	0	0	0	0	0	1	0
e. No teachers-unions only	2	0	0	0	0	0	1	1	1	0
3. Revise a board policy:										
a. Do not involve	398	69	333	70	56	65	75	68	319	69
b. Policy involvement	160	28	127	27	30	35	31	28	128	28
Required by contract:										
c. Consult with teachers or unions	17	3	17	4	0	0	4	4	13	3
d. Get approval of teachers or unions	1	0	1	0	0	0	1	1	0	0
e. No teachers-unions only	0	0	0	0	0	0	0	0	0	0
4. Select new building principal:										
a. Do not involve	455	80	374	79	71	84	79	71	372	82
b. Policy involvement	115	20	99	21	14	17	31	28	83	18
Required by contract:										
c. Consult with teachers or unions	1	0	1	0	0	0	1	1	0	0
d. Get approval of teachers or unions	0	0	0	0	0	0	0	0	0	0
e. No teachers-unions only	0	0	0	0	0	0	0	0	0	0
5. Staff medical exam:										
a. Do not involve	409	72	342	73	57	66	71	65	335	74
b. Policy involvement	118	21	87	19	29	34	23	21	94	21
Required by contract:										
c. Consult with teachers or unions	18	3	18	4	0	0	7	6	10	2
d. Get approval of teachers or unions	16	3	16	3	0	0	5	5	11	2
e. No teachers-unions only	7	1	7	2	0	0	3	3	0	0
6. Begin experimental program:										
a. Do not involve	76	13	65	14	7	8	15	14	59	13
b. Policy involvement	492	86	406	85	78	92	95	86	394	86
Required by contract:										
c. Consult with teachers or unions	4	1	4	1	0	0	1	1	3	1
d. Get approval of teachers or unions	1	0	1	0	0	0	0	0	1	0
e. No teachers-unions only	1	0	1	0	0	0	0	0	1	0

TABLE 5.2
IMPLIED TEACHER SECURITY RELATED:
TOTAL OF ALL CATEGORIES OF TEACHER INVOLVEMENT*

Responses to each item are expressed as a percentage of those responding to the item

Decision Area	State Totals		Bargaining Status				Geography			
			Signed Agreement		No Agreement		Chicago Area		State Less Chicago Area	
	#	%	#	%	#	%	#	%	#	%
1. Add a teaching position	69	13	51	11	18	21	13	12	56	12
2. Hire a new teacher	73	13	61	13	9	10	21	19	52	11
3. Revise a board policy	178	31	145	30	30	35	36	32	141	31
4. Select a new building principal	116	20	100	21	14	16	32	29	83	18
5. Staff medical exam	159	28	128	27	29	34	38	35	115	26
6. Begin experimental program	502	87	412	86	78	82	96	86	399	87

*Excludes the "Do Not Involve" category

Part Three

SALARY COMPARISONS 1983-1984 to 1984-85

50 Average Teacher Percent Raise (BSSAPI)

52 Scheduled Teacher Salaries

54 Geographical Salary Distribution by Degree and Years of Experience

69 Average Salaries and Highest Salaries Paid, 1982-83

CHAPTER ONE

Average Teacher Percent Raise (BSSAPI)

Tables

Data Summaries

1.1 1984-85 Average Teacher Percent Raise (BSSAPI) by Bargaining Status and Geography

1.2 Dual Variable Comparisons of 1984-85 Average Teacher Percent Raise (BSSAPI) by Bargaining Status and Geography

1.3 1984-85 Average Teacher Percent Raise (BSSAPI) by District Size

Highlights

- The mean 1984-85 statewide average teacher percent raise was 6.22.

TABLE 1.1
1984-85 AVERAGE TEACHER PERCENT RAISE (BSSAPI)*
BY BARGAINING STATUS AND GEOGRAPHY

		BARGAINING STATUS		GEOGRAPHY	
	State Totals N=562	Signed Agreement N=464	No Signed Agreement N=84	Chicago Area N=110	State Less Chicago Area N=448
Mean	6.22	6.28	5.90	7.46	5.92
Median	6.11	6.16	6.00	7.24	5.95

*BSSAPI - Basic Salary Schedule Annual Percentage Increase (IASB's standardized method for calculating annual salary increases)

TABLE 1.2
DUAL VARIABLE COMPARISONS OF 1984-85 AVERAGE TEACHER PERCENT RAISE (BSSAPI)* BY BARGAINING STATUS AND GEOGRAPHY

		BARGAINING DISTRICTS		NON-BARGAINING DISTRICTS	
	State Totals N=562	Chicago Area N=100	State Less Chicago Area N=360	Chicago Area N=8	State Less Chicago Area N=76
Mean	6.22	7.40	5.96	8.13	5.67
Median	6.11	7.22	5.93	7.30	5.85

*BSSAPI - Basic Salary Schedule Annual Percentage Increase (IASB's standardized method for calculating annual salary increases)

TABLE 1.3
1984-85 AVERAGE TEACHER PERCENT RAISE (BSSAPI)*
BY DISTRICT SIZE

		DISTRICT SIZE (Number of Teachers)			
	State Totals N=562	1-50 N=262	51-100 N=154	101-200 N=87	201 or More N=58
Mean	6.22	5.89	6.31	6.33	7.39
Median	6.11	5.88	6.25	6.02	7.15

*BSSAPI - Basic Salary Schedule Annual Percentage Increase (IASB's standardized method for calculating annual salary increases)

CHAPTER TWO

Scheduled Teacher Salaries

Tables

Data Summaries

2.1 Mean and Median Teacher Scheduled Salaries by Geographical Area and Bargaining Status 1983-84 with 1984-85.

Highlights

- Mean dollar and percentage increases were higher at each step surveyed for districts in the Chicago area, and for districts with signed agreements.

TABLE 2.1
MEAN AND MEDIAN TEACHERS SCHEDULED SALARIES BY GEOGRAPHICAL AREA AND BARGAINING STATUS
1983-84 WITH 1984-85

DEGREE AND EXPERIENCE		STATE TOTALS				CHICAGO AREA				STATE LESS CHICAGO AREA				SIGNED AGREEMENT				NO AGREEMENT			
		1983-84	1984-85	Inc	Inc	1983-84	1984-85	Inc	Inc	1983-84	1984-85	Inc	Inc	1983-84	1984-85	Inc	Inc	1983-84	1984-85	Inc	Inc
BS-0	Mean	13,985	14,579	594	4.24	15,346	16,230	884	5.76	13,652	14,184	532	3.40	14,073	14,668	595	4.23	13,569	14,112	543	4.00
	Median	13,762	14,304	542	3.94	15,374	16,010	636	4.14	13,540	14,023	483	3.57	13,858	14,394	536	3.87	13,501	14,000	499	3.70
BS-3	Mean	15,325	15,948	623	4.07	17,012	17,945	933	5.48	14,913	15,476	563	3.78	15,446	16,076	630	4.08	14,774	15,313	539	3.65
	Median	15,100	15,665	565	3.74	17,063	17,897	834	4.89	14,850	15,341	491	3.31	15,191	15,780	589	3.88	14,681	15,030	349	2.38
BS-8	Mean	17,809	18,528	719	4.04	20,222	21,315	1093	5.41	17,214	17,859	645	3.75	18,010	18,742	732	4.06	16,883	17,462	579	3.43
	Median	17,527	18,189	662	3.78	20,178	21,291	1113	5.52	17,146	17,681	535	3.12	17,718	18,347	629	3.55	16,533	17,077	544	3.29
MS-0	Mean	15,357	16,004	647	4.21	16,936	17,915	979	5.78	14,973	15,547	574	3.83	15,492	16,143	651	4.20	14,675	15,248	573	3.90
	Median	15,141	15,681	540	3.57	17,045	18,031	986	5.78	14,875	15,391	516	3.47	15,233	15,905	672	4.41	14,560	15,143	583	4.00
MS-3	Mean	16,782	17,498	716	4.27	18,772	19,853	1081	5.76	16,290	16,933	643	3.95	16,955	17,691	736	4.34	15,934	16,498	564	3.54
	Median	16,561	17,209	648	3.91	18,725	19,937	1212	6.47	16,188	16,728	540	3.34	16,728	17,466	738	4.41	15,801	16,323	522	3.30
MS-8	Mean	19,485	20,282	797	4.09	22,449	23,676	1227	5.47	18,750	19,463	713	3.80	19,761	20,585	824	4.17	18,169	18,763	594	3.27
	Median	19,197	19,936	739	3.85	22,426	23,693	1267	5.65	18,601	19,180	579	3.11	19,440	20,250	810	4.17	17,781	18,236	455	2.56

CHAPTER THREE

Geographical Salary Distributions by Degree and Years of Experience

Tables

Data Summaries

3.1 Statewide Distribution
3.2 Cook
3.3 DuPage
3.4 Lake
3.5 Southwestern
3.6 Blackhawk-Western
3.7 Central Illinois Valley-Corn Belt
3.8 Abe Lincoln
3.9 Two Rivers-Kaskaskia
3.10 Shawnee-Egyptian-Wabash Valley
3.11 Northwest
3.12 Starved Rock
3.13 Three Rivers
3.14 Kishwaukee

Highlights

- Reported salary schedules were distributed into ranges of $500 increments for both the 1983-84 and 1984-85 salary schedule data.
- Statewide for 1984-85 the range for starting salaries was $11,001 to $20,000.
- Also statewide, the range was $14,001 to $32,000 for a masters degree and eight years' experience.

TABLE 3.1
STATEWIDE DISTRIBUTION OF SALARIES BY DEGREE AND YEARS OF EXPERIENCE

	BS - 0 Yrs				BS - 3 Yrs				BS - 8 Yrs				MS - 0 Yrs				MS - 3 Yrs				MS - 8 Yrs			
	1983-84		1984-85		1983-84		1984-85		1983-84		1984-85		1983-84		1984-85		1983-84		1984-85		1983-84		1984-85	
Salary Categories	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
9500-10000																								
10001-10500																								
10501-11000	1	0																						
11001-11500	8	1	1	0																				
11501-12000	12	2	7	1	5	1							1	0										
12001-12500	49	9	19	3	4	1	3	1					7	1	2	0	1	0						
12501-13000	73	13	34	6	21	4	6	1	1	0			19	3	7	1	4	1						
13001-13500	85	15	77	14	29	5	14	3	6	1			27	5	15	3	6	1	5	1				
13501-14000	89	16	93	16	52	10	39	7	6	1	4	1	57	10	27	5	19	4	5	1	2	0		
14001-14500	73	13	93	16	73	13	43	8	9	2	6	1	65	12	52	9	21	4	11	2	2	0	2	0
14501-15000	47	9	72	13	74	14	70	13	23	4	8	1	85	15	71	13	42	8	29	5	7	1	3	1
15001-15500	36	7	29	5	70	13	84	15	31	6	27	5	69	13	78	14	46	8	36	6	9	2	5	1
15501-16000	30	5	50	9	65	12	76	14	34	6	21	4	60	11	64	11	69	13	55	10	19	4	7	1
16001-16500	27	5	24	4	43	8	48	9	52	10	40	7	49	9	59	11	62	12	61	11	22	4	17	3
16501-17000	10	2	24	4	25	5	40	7	49	9	50	9	22	4	53	9	65	12	59	11	29	5	21	4
17001-17500	4	1	18	3	25	5	35	6	61	11	56	10	33	6	35	6	44	8	49	9	33	6	26	5
17501-18000	7	1	10	2	24	4	29	5	50	9	52	9	27	5	22	4	48	9	58	10	45	8	29	5
18001-18500	2	0	5	1	14	3	18	3	43	8	48	9	9	2	25	4	22	4	49	9	45	8	54	10
18501-19000	1	0	7	1	11	2	21	4	47	9	45	8	9	2	20	4	26	5	32	6	48	9	44	8
19001-19500			2	0	7	1	11	2	25	5	41	7	7	1	10	2	22	4	14	3	47	9	46	8
19501-20000			1	0	3	1	11	2	29	5	37	7	3	1	10	2	15	3	25	4	39	7	36	6
20001-20500					1	0	4	1	14	3	26	5	3	1	7	1	13	2	18	3	41	8	45	8
20501-21000					1	0	4	1	12	2	12	2	1	0	3	1	7	1	18	3	30	6	36	6
21001-21500					1	0	2	0	22	4	17	3	1	0	3	1	5	1	9	2	27	5	35	6
21501-22000							1	0	9	2	18	3					6	1	11	2	14	3	30	5
22001-22500					1	0	1	0	13	2	18	3					2	0	5	1	13	2	22	4
22501-23000							1	0	2	0	7	1			1	0			4	1	12	2	8	1
23001-23500									4	1	13	2					1	0	4	1	17	3	14	3
23501-24000									1	0	3	1					1	0	2	0	12	2	13	2
24001-24500									1	0	3	1									10	2	18	3
24501-25000									2	0	3	1							1	0	6	1	11	2
25001-25500									1	0	2	0							1	0	4	1	9	2
25501-26000											1	0					1	0	1	0	2	0	8	1
26001-26500									1	0	2	0									4	1	4	1
26501-27000									1	0											1	0	4	1
27001-27500																					5	1	3	1
27501-28000											1	0									1	0	2	0
28001-28500											1	0									1	0	3	1
28501-29000																							1	0
29001-29500																					1	0	2	0
29501-30000																								
30001-31000																					1	0	1	0
31001-32000																							2	0
32001-33000																								
33001-34000																								
TOTAL	554		566		549		561		549		562		554		564		548		562		548		561	

TABLE 3.2
COOK DISTRIBUTION OF SALARIES BY DEGREE AND YEARS OF EXPERIENCE

	BS - 0 Yrs				BS - 3 Yrs				BS - 8 Yrs				MS - 0 Yrs				MS - 3 Yrs				MS - 8 Yrs			
	1983-84		1984-85		1983-84		1984-85		1983-84		1984-85		1983-84		1984-85		1983-84		1984-85		1983-84		1984-85	
Salary Categories	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
9500-10000																								
10001-10500																								
10501-11000																								
11001-11500																								
11501-12000	1	1																						
12001-12500	1	1																						
12501-13000	4	5	1	1																				
13001-13500	3	4	3	4									2	2										
13501-14000	8	9	2	2	2	2									1	1								
14001-14500	9	11	7	8	4	5	1	1					4	5	1	1								
14501-15000	9	11	9	11	8	9	1	1					7	8	5	6	2	2						
15001-15500	13	15	6	7	5	6	7	8					6	7	2	2			1	1				
15501-16000	9	11	14	16	7	8	7	8					8	9	4	5	4	5	2	2				
16001-16500	12	14	9	11	10	12	3	4	2	2			9	11	7	8	8	9						
16501-17000	6	7	10	12	5	6	8	9	2	2			8	9	9	11	7	8	5	6				
17001-17500	3	4	6	7	12	14	6	7	4	5	2	2	13	15	9	11	6	7	5	6				
17501-18000	5	6	7	8	9	11	13	15	9	11	3	4	11	13	7	8	6	7	7	8	2	2		
18001-18500	2	2	5	6	6	7	8	9	3	4	4	5	4	5	12	14	6	7	7	8	2	2	1	1
18501-19000	1	1	4	5	8	9	8	9	9	11	7	8	6	7	11	13	12	14	7	8	2	2		
19001-19500			2	2	3	4	5	6	5	6	7	8	4	5	2	2	7	8	3	5	8	9	2	2
19501-20000			1	1	3	4	8	9	8	9	4	5	1	1	7	8	7	8	12	14	6	7	3	4
20001-20500					1	1	3	4	3	4	7	8	2	2	6	7	7	8	8	9	6	7	9	11
20501-21000					1	1	3	4	8	9	6	7					4	5	7	8	3	4	6	7
21001-21500					1	1	2	2	11	13	4	5	1	1	2	2	3	4	4	5	6	7	4	5
21501-22000							1	1	4	5	8	9					2	2	7	8	7	8	3	4
22001-22500					1	1	1	1	8	9	9	10					2	2	4	5	3	4	8	9
22501-23000							1	1	2	2	6	7			1	1			1	1	5	6	1	1
23001-23500									2	2	7	8					1	1	2	2	7	8	5	6
23501-24000											1	1					1	1	1	1	7	8	6	7
24001-24500									1	1	3	4									6	7	8	9
24501-25000									2	2	2	2							1	1	4	5	6	7
25001-25500									1	1	1	1							1	1	2	2	4	5
25501-26000											1	1					1	1	1	1	1	1	6	7
26001-26500									1	1	2	2									2	2	2	2
26501-27000									1	1											1	1	3	4
27001-27500																					3	4	1	1
27501-28000											1	1											1	1
28001-28500											1	1									1	1	3	4
28501-29000																								
29001-29500																					1	1	1	1
29501-30000																								
30001-31000																					1	1	1	1
31001-32000																							2	2
32001-33000																								
33001-34000																								
TOTAL	86		86		86		86		86		86		86		86		86		86		86		86	

TABLE 3.3
DUPAGE DISTRIBUTION OF SALARIES BY DEGREE AND YEARS OF EXPERIENCE

	BS - 0 Yrs				BS - 3 Yrs				BS - 8 Yrs				MS - 0 Yrs				MS - 3 Yrs				MS - 8 Yrs			
	1983-84		1984-85		1983-84		1984-85		1983-84		1984-85		1983-84		1984-85		1983-84		1984-85		1983-84		1984-85	
Salary Categories	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
9500-10000																								
10001-10500																								
10501-11000																								
11001-11500																								
11501-12000																								
12001-12500																								
12501-13000																								
13001-13500																								
13501-14000	3	12																						
14001-14500	2	8	1	4																				
14501-15000	4	16	2	8	2	8							1	4										
15001-15500	4	16			2	8	1	4					1	4										
15501-16000	7	28	10	40	2	8							5	21			1	4						
16001-16500	2	8	3	12	4	17	2	9					-	-	2	8	1	4						
16501-17000	1	4	2	8	2	8	4	17	3	13			3	13	4	17	1	4						
17001-17500			3	12	1	4	2	9					3	13	2	8	3	13						
17501-18000	2	8	2	8	7	29	3	13			1	4	6	25	1	4	2	8	1	4				
18001-18500					1	4	3	13	3	13	1	4			7	29			3	13	1	4		
18501-19000			2	8	1	4	4	17			2	8	1	4	2	8	2	8	1	4	1	4		
19001-19500					2	8	1	4	2	8			2	8			4	17	1	4	1	4		
19501-20000							1	4	3	13	4	17	1	4	1	4	4	17	1	4			2	8
20001-20500							1	4	2	8			1	4	1	4	2	8	3	13	4	17	1	4
20501-21000							1	4	2	8	2	8			3	13	1	4	4	17				
21001-21500									3	13	4	17			1	4			4	17	1	4	2	8
21501-22000									2	8	2	8					3	13	1	4	1	4	1	4
22001-22500									3	13	2	8							1	4	1	4	2	8
22501-23000											1	4									1	4		
23001-23500									1	4	3	13							1	4	4	17	1	4
23501-24000											1	4							2	8	3	13	2	8
24001-24500																			1	4	1	4	2	8
24501-25000																					1	4	4	17
25001-25500											1	4									1	4	2	8
25501-26000																								
26001-26500																					1	4		
26501-27000																							1	4
27001-27500																					2	8	1	4
27501-28000																							1	4
28001-28500																								
28501-29000																							1	4
29001-29500																							1	4
29501-30000																								
TOTAL	25		25		24		23		24		24		24		24		24		24		24		24	

TABLE 3.4
LAKE DISTRIBUTION OF SALARIES BY DEGREE AND YEARS OF EXPERIENCE

	BS - 0 Yrs				BS - 3 Yrs				BS - 8 Yrs				MS - 0 Yrs				MS - 3 Yrs				MS - 9 Yrs			
	1983-84		1984-85		1983-84		1984-85		1983-84		1984-85		1983-84		1984-85		1983-84		1984-85		1983-84		1984-85	
Salary Categories	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
9500-10000																								
10001-10500																								
10501-11000																								
11001-11500																								
11501-12000	1	5																						
12001-12500	1	5																						
12501-13000	2	10											1	5										
13001-13500	1	5	2	9	1	5							1	5										
13501-14000	2	10	4	17	3	16							1	5			1	5						
14001-14500	5	24	2	9			2	9					3	14	1	4								
14501-15000	3	14	4	17	1	5	1	5					1	5	3	13	2	11						
15001-15500	2	10	3	13	2	11	2	9							1	4			1	5				
15501-16000			4	17	2	11	5	23	1	5			2	10	2	9	1	5	1	5				
16001-16500	3	14			4	21	1	5					6	29	3	13	1	5	2	9				
16501-17000	1	5	2	9			4	18			1	5	1	5	4	17	1	5	3	14				
17001-17500			2	9	2	11	1	5	4	21	2	9	2	10	4	17	2	11	2	9	1	5		
17501-18000					2	11	2	9	3	16	1	5	2	10	3	13	3	16	1	5	1	5		
18001-18500					1	5	1	5			5	23	1	5			1	5	2	9	1	5	1	5
18501-19000					1	5	1	5	1	5	2	9			1	4	3	16	3	14	1	5	1	5
19001-19500							2	9	1	5	1	5			1	4	1	5	1	5	2	11	3	14
19501-20000									4	21	2	9					1	5	2	9	1	5	1	5
20001-20500									1	5	2	9					1	5	1	5	1	5	3	14
20501-21000											1	5					1	5	1	5	1	5	2	9
21001-21500									1	5									1	5	2	11		
21501-22000									1	5	1	5							1	5			1	5
22001-22500									2	11	1	5									3	16	2	9
22501-23000																					1	5	1	5
23001-23500											2	9											2	9
23501-24000											1	5									1	5		
24001-24500																					1	5	1	5
24501-25000																					1	5		
25001-25500																					1	5	2	9
25501-26000																								
26001-26500																							2	9
26501-27000																								
27001-27500																								
27501-28000																								
28001-28500																								
28501-29000																								
29001-29500																								
29501-30000																								
30001-31000																								
31001-32000																								
32001-33000																								
33001-34000																								
TOTAL	21		23		19		22		19		22		21		23		19		22		19		22	

TABLE 3.5
SOUTHWESTERN DISTRIBUTION OF SALARIES BY DEGREE AND YEARS OF EXPERIENCE

	BS - 0 Yrs				BS - 3 Yrs				BS - 8 Yrs				MS - 0 Yrs				MS - 3 Yrs				MS - 8 Yrs			
	1983-84		1984-85		1983-84		1984-85		1983-84		1984-85		1983-84		1984-85		1983-84		1984-85		1983-84		1984-85	
Salary Categories	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
9500-10000																								
10001-10500																								
10501-11000																								
11001-11500																								
11501-12000																								
12001-12500	1	3	1	3																				
12501-13000	3	8	1	3									1	3										
13001-13500	1	3	3	8	1	3									1	3								
13501-14000	9	24					1	3					2	5			1	3						
14001-14500	8	22	7	18	3	8	1	3					1	3	2	5			1	3				
14501-15000	7	19	10	26	2	5	3	8					7	19	1	3								
15001-15500	3	8	6	16	7	19	1	3	1	3	1	3	6	16	4	11	2	5						
15501-16000	3	8	3	8	11	30	9	24					5	14	5	13	3	8	2	5	1	3		
16001-16500	2	5	1	3	5	14	7	18	2	5			8	22	10	26	4	11	3	8			1	3
16501-17000			4	11	7	19	7	18	1	3	2	5	2	5	5	13	7	19	4	11				
17001-17500			2	5	1	3	5	13	3	8	2	5	3	8	3	8	7	19	6	16	2	5		
17501-18000							3	8	3	8	1	3	1	3	4	11	4	11	8	21	1	3	2	5
18001-18500									8	22	4	11	1	3	1	3	7	19	3	8	3	8	1	3
18501-19000							1	3	10	27	9	24			1	3	1	3	6	16	2	5	3	8
19001-19500									5	14	3	8			1	3	1	3	3	8	4	11	2	5
19501-20000									2	5	8	21									7	19	2	5
20001-20500									1	3	5	13							2	5	6	16	6	16
20501-21000											1	3									4	11	4	11
21001-21500									1	3	1	3									4	11	6	16
21501-22000											1	3									1	3	5	13
22001-22500																					2	5	3	8
22501-23000																							1	3
23001-23500																							2	5
23501-24000																								
24001-24500																								
24501-25000																								
25001-25500																								
25501-26000																								
26001-26500																								
26501-27000																								
27001-27500																								
TOTAL	37		38		37		38		37		38		37		38		37		38		37		38	

TABLE 3.6
BLACKHAWK-WESTERN DISTRIBUTION OF SALARIES BY DEGREE AND YEARS OF EXPERIENCE

	BS - 0 Yrs				BS - 3 Yrs				BS - 8 Yrs				MS - 0 Yrs				MS - 3 Yrs				MS - 8 Yrs			
	1983-84		1984-85		1983-84		1984-85		1983-84		1984-85		1983-84		1984-85		1983-84		1984-85		1983-84		1984-85	
Salary Categories	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
9500-10000																								
10001-10500																								
10501-11000																								
11001-11500	1	2																						
11501-12000					1	2																		
12001-12500	3	7	1	2									1	2										
12501-13000	12	29	4	9											1	2								
13001-13500	10	24	10	23	5	12	1	2	1	2			3	7	1	2	2	5						
13501-14000	10	24	14	33	6	14	5	12					11	26	5	12	1	2	1	2				
14001-14500	4	10	8	19	12	29	5	12					11	26	8	19	3	7	1	2				
14501-15000			4	9	10	24	13	30	3	7	2	5	8	19	11	26	8	19	5	12	1	2		
15001-15500	1	2			3	7	7	16	3	7	2	5	5	12	9	21	5	12	5	12	1	2	1	2
15501-16000			1	2	2	5	5	12	7	17	2	5			1	2	11	26	9	21	1	2		
16001-16500	1	2	1	2	1	2	5	12	8	19	7	16	1	2	5	12	4	10	8	19	5	12	3	7
16501-17000					1	2			7	17	10	23					4	10	4	9	5	12	2	5
17001-17500									5	12	6	14					1	2	4	9	3	7	8	19
17501-18000							1	2	1	2	3	7							3	7	7	17	1	2
18001-18500									2	5	4	9					1	2	1	2	7	17	8	19
18501-19000									2	5	2	5	1	2							4	10	7	16
19001-19500					1	2	1	2	1	2	1	2	1	2	2	5					2	5	3	7
19501-20000									1	2	2	5									1	2	3	7
20001-20500											1	2									2	5	1	2
20501-21000																							2	5
21001-21500																	1	2			1	2	2	5
21501-22000																	1	2	1	2				
22001-22500																								
22501-23000																			1	2				
23001-23500									1	2	1	2												
23501-24000																								
24001-24500																					1	2		
24501-25000																								
25001-25500																								
25501-26000																					1	2	2	5
26001-26500																								
26501-27000																								
27001-27500																								
TOTAL	42		43		42		43		42		43		42		43		42		43		42		43	

TABLE 3.7
CENTRAL ILLINOIS VALLEY-CORNBELT DISTRIBUTION OF SALARIES BY DEGREE AND YEARS OF EXPERIENCE

	BS - 0 Yrs				BS - 3 Yrs				BS - 8 Yrs				MS - 0 Yrs				MS - 3 Yrs				MS - 8 Yrs			
	1983-84		1984-85		1983-84		1984-85		1983-84		1984-85		1983-84		1984-85		1983-84		1984-85		1983-84		1984-85	
Salary Categories	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
9500-10000																								
10001-10500																								
10501-11000																								
11001-11500	1	2																						
11501-12000			1	2																				
12001-12500	8	15	1	2	1	2																		
12501-13000	8	15	6	11	2	4	1	2					2	4										
13001-13500	16	31	11	20	4	8	3	6	1	2			3	6										
13501-14000	8	15	14	26	6	12	7	13					9	17			2	4						
14001-14500	8	15	9	17	8	16	4	8	1	2	1	2	11	21	6	11	4	8						
14501-15000	1	2	9	17	13	26	9	17	4	8			6	12	8	15	5	10	7	13				
15001-15500	2	4	1	2	10	20	10	19	1	2	5	9	10	19	9	17	8	16	6	11	1	2		
15501-16000			1	2	4	8	11	21	5	10	5	9	7	14	9	17	8	16	7	13	4	8		
16001-16500			1	2	3	6	4	8	11	22	3	6	4	8	10	19	6	12	7	13	2	4	4	8
16501-17000							2	4	5	10	9	17			7	13	11	22	9	17	1	2	4	8
17001-17500							2	4	7	14	6	11			3	6	4	8	5	9	8	16	4	8
17501-18000									9	18	5	9			2	4	3	6	7	13	8	16	3	6
18001-18500									5	10	10	19							5	9	4	8	8	15
18501-19000									1	2	4	8									8	16	7	13
19001-19500									1	2	3	6									6	12	4	8
19501-20000											2	4									5	10	8	15
20001-20500																					4	8	5	9
20501-21000																							3	6
21001-21500																							2	4
21501-22000																							1	2
22001-22500																								
22501-23000																								
23001-23500																								
23501-24000																								
24001-24500																								
24501-25000																								
25001-25500																								
25501-26000																								
26001-26500																								
26501-27000																								
27001-27500																								
TOTAL	52		54		51		53		51		53		52		54		51		53		51		53	

TABLE 3.8
ABE LINCOLN-ILLINI DISTRIBUTION OF SALARIES BY DEGREE AND YEARS OF EXPERIENCE

	BS - 0 Yrs				BS - 3 Yrs				BS - 8 Yrs				MS - 0 Yrs				MS - 3 Yrs				MS - 8 Yrs			
	1983-84		1984-85		1983-84		1984-85		1983-84		1984-85		1983-84		1984-85		1983-84		1984-85		1983-84		1984-85	
Salary Categories	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
9500-10000																								
10001-10500																								
10501-11000																								
11001-11500	2	3																						
11501-12000	3	5	2	3																				
12001-12500	18	30	5	8	2	3							1	2										
12501-13000	12	20	8	13	6	10	1	2					8	13	2	3								
13001-13500	15	25	19	31	10	17	5	8	1	2			11	18	7	11	2	3						
13501-14000	5	8	11	18	10	17	10	16	3	5	1	2	7	12	3	5	7	12	2	3				
14001-14500	4	7	10	16	16	27	7	12	4	7	1	2	11	19	13	21	7	12	4	7			1	2
14501-15000	1	2	6	10	7	12	15	25	5	9	4	7	10	17	11	18	8	14	6	10	3	5	1	2
15001-15500			1	2	5	9	11	18	7	12	4	7	9	15	10	16	8	14	9	15	3	5		
15501-16000					2	3	10	16	7	12	7	12	1	2	11	18	9	15	9	15	8	14	4	7
16001-16500					1	2	1	2	13	22	9	15	1	2	1	2	10	17	9	15	3	5	4	7
16501-17000							1	2	5	9	10	15			3	5	5	9	8	13	7	12	4	7
17001-17500									7	12	7	12			1	2			5	8	5	9	5	8
17501-18000									4	7	10	16					1	2	7	12	9	15	7	12
18001-18500									1	2	3	5					2	3	1	2	6	10	11	18
18501-19000									1	2	2	3							1	2	4	7	4	7
19001-19500									1	2	1	2									5	9	9	15
19501-20000													1	2							3	5	2	3
20001-20500											2	3											5	8
20501-21000																					1	2	1	2
21001-21500																					2	3	1	2
21501-22000																								
22001-22500																							1	2
22501-23000																							1	2
23001-23500																								
23501-24000																								
24001-24500																								
24501-25000																								
25001-25500																								
25501-26000																								
26001-26500																								
26501-27000																								
27001-27500																								
TOTAL	60		82		59		81		59		81		60		82		59		61		59		81	

TABLE 3.9
TWO RIVERS-KASKASKIA DISTRIBUTION OF SALARIES BY DEGREE AND YEARS OF EXPERIENCE

	BS - 0 Yrs				BS - 3 Yrs				BS - 8 Yrs				MS - 0 Yrs				MS - 3 Yrs				MS - 8 Yrs			
	1983-84		1984-85		1983-84		1984-85		1983-84		1984-85		1983-84		1984-85		1983-84		1984-85		1983-84		1984-85	
Salary Categories	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
9500-10000																								
10001-10500																								
10501-11000																								
11001-11500	1	2																						
11501-12000	3	6	3	6	1	2																		
12001-12500	3	6	1	2			1	2					1	2										
12501-13000	14	29	5	10	4	8							3	6	1	2	1	2						
13001-13500	5	10	8	16	4	8	3	6	1	2			4	8	3	6	1	2	1	2				
13501-14000	8	17	9	18	12	25	6	12	1	2	1	2	9	19	5	10	2	4	1	2				
14001-14500	4	8	11	22	5	10	7	14	2	4	1	2	5	10	8	16	5	10	2	4	1	2		
14501-15000	4	8	3	6	6	13	9	18	2	4	1	2	10	21	6	12	7	15	5	10	1	2		
15001-15500	3	6	3	6	2	4	6	12	12	25	5	10	4	8	9	18	8	17	8	16	3	6	2	4
15501-16000	1	2	3	6	6	13	4	8	3	6	5	10	4	8	5	10	5	10	5	10			2	4
16001-16500	1	2	1	2	1	2	4	8	2	4	6	12	1	2	3	6	3	6	5	10	8	17	1	2
16501-17000			1	2	5	10	1	2	9	19	4	8	4	8	2	4	6	13	6	12	5	10	7	14
17001-17500	1	2			1	2	5	10	4	8	8	16	2	4	4	8	1	2	6	12	3	6	4	8
17501-18000							1	2			6	12			2	4	3	6	1	2	4	8	3	6
18001-18500					1	2	1	2	3	6	1	2					2	4	1	2	8	17	5	10
18501-19000			1	2					3	6	1	2	1	2			3	6	5	10	2	4	7	14
19001-19500							1	2	2	4	4	8					1	2	2	4	2	4	5	10
19501-20000									2	4	2	4			1	2					3	6	1	2
20001-20500									2	4	2	4											2	4
20501-21000																			1	2	3	6	2	4
21001-21500											1	2									2	4	2	4
21501-22000											1	2									3	6	3	6
22001-22500																							1	2
22501-23000																							1	2
23001-23500																							1	2
23501-24000																								
24001-24500																								
24501-25000																								
25001-25500																								
25501-26000																								
26001-26500																								
26501-27000																								
27001-27500																								
TOTAL	48		49		48		49		48		49		48		49		48		49		48		49	

TABLE 3.10
SHAWNEE-EGYPTIAN-WABASH DISTRIBUTION OF SALARIES BY DEGREE AND YEARS OF EXPERIENCE

	BS - 0 Yrs				BS - 3 Yrs				BS - 8 Yrs				MS - 0 Yrs				MS - 3 Yrs				MS - 8 Yrs			
	1983-84		1984-85		1983-84		1984-85		1983-84		1984-85		1983-84		1984-85		1983-84		1984-85		1983-84		1984-85	
Salary Categories	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
9500-10000																								
10001-10500																								
10501-11000																								
11001-11500	2	4																						
11501-12000			1	2	1	2																		
12001-12500	3	5	2	3			1	2					1	2										
12501-13000	4	7	2	3	2	3							1	2	1	2	1	2						
13001-13500	10	18	5	8	2	3			1	2			1	2	1	2			1	2				
13501-14000	12	21	11	18	4	7	2	3			1	2	8	14	1	2	1	2						
14001-14500	9	16	16	27	7	12	7	12	1	2			6	10	4	7	1	2	1	2	1	2		
14501-15000	4	7	6	10	9	16	5	8	2	3	1	2	14	24	12	20	4	7	2	3			1	2
15001-15500	5	9	2	3	9	16	16	27	5	9	2	3	8	14	15	25	4	7	2	3	1	2		
15501-16000	5	9	8	13	10	17	6	10	4	7	1	2	4	7	6	10	16	28	9	15			1	2
16001-16500	3	5	3	5	3	5	3	5	5	9	8	13	5	9	3	5	6	10	13	22	2	3	1	2
16501-17000			4	7	3	5	4	7	6	10	5	8	1	2	5	8	5	9	7	12	4	7		
17001-17500					3	5	8	13	10	17	10	16	5	9	5	8	6	10	2	3	5	9	1	2
17501-18000					3	5	1	2	6	10	8	13	3	5	2	3	5	9	5	8	9	15	9	15
18001-18500					2	3	2	3	3	5	2	3	1	2	1	2	1	2	6	10	6	10	9	15
18501-19000							4	7	7	12	4	7			2	3	1	2	4	7	10	17	11	18
19001-19500					4	7	1	2	1	2	6	10			1	2	4	7	1	2	3	5	2	3
19501-20000									4	7	5	8			1	2	2	3	2	3	2	3	4	7
20001-20500									1	2	1	2					1	2	1	2	5	9	5	8
20501-21000									1	2									3	5	3	5	4	7
21001-21500									1	2	3	5							1	2	1	2	3	5
21501-22000									1	2	2	3									1	2	2	3
22001-22500											2	3									3	5	1	2
22501-23000																					1	2	2	3
23001-23500																					1	2	1	2
23501-24000																					1	2	2	3
24001-24500																							2	3
24501-25000																								
25001-25500																								
25501-26000																								
26001-26500																								
26501-27000																								
27001-27500																								
TOTAL	57		60		58		60		59		61		58		60		58		60		59		61	

TABLE 3.11
NORTHWEST DISTRIBUTION OF SALARIES BY DEGREE AND YEARS OF EXPERIENCE

	BS - 0 Yrs				BS - 3 Yrs				BS - 8 Yrs				MS - 0 Yrs				MS - 3 Yrs				MS - 8 Yrs			
	1983-84		1984-85		1983-84		1984-85		1983-84		1984-85		1983-84		1984-85		1983-84		1984-85		1983-84		1984-85	
Salary Categories	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
9500-10000																								
10001-10500																								
10501-11000																								
11001-11500																								
11501-12000	1	3																						
12001-12500	3	9	3	9																				
12501-13000	7	21	2	6	1	3																		
13001-13500	8	24	6	18			2	6							1	3								
13501-14000	7	21	10	29	4	12	1	3					4	12	1	3								
14001-14500	3	9	5	15	5	15	2	6					5	15	2	6			1	3				
14501-15000	3	9	5	15	7	21	5	15	1	3			6	18	4	12	1	3	1	3				
15001-15500	1	3	1	3	8	24	11	33			1	3	4	12	6	18	4	12						
15501-16000	1	3	1	3	3	9	5	15	2	6	1	3	4	12	5	15	1	3	3	9				
16001-16500			1	3	3	9	3	9	2	6	2	6	8	24	4	12	8	24	4	12				
16501-17000					2	6	2	6	6	18			1	3	7	21	5	15	5	15	2	6	2	6
17001-17500									5	15	5	15	2	6	1	3	3	9	4	12	2	6		
17501-18000							2	6	5	15	8	24					8	24	5	15	1	3		
18001-18500									5	15	3	9			1	3	1	3	5	15			4	12
18501-19000									4	12	5	15			1	3			2	6	5	15		
19001-19500									1	3	6	18					1	3	1	3	7	21	4	12
19501-20000																					3	9	5	15
20001-20500																	1	3	1	3	4	12	5	15
20501-21000									1	3									1	3	5	15	3	9
21001-21500									1	3	1	3									2	6	4	12
21501-22000											1	3											3	9
22001-22500																							1	3
22501-23000																								
23001-23500																					2	6		
23501-24000																								
24001-24500																							2	6
24501-25000																								
25001-25500																								
25501-26000																								
26001-26500																								
26501-27000																								
27001-27500																								
TOTAL	34		34		33		33		33		33		34		33		33		33		33		33	

TABLE 3.12
STARVED ROCK DISTRIBUTION OF SALARIES BY DEGREE AND YEARS OF EXPERIENCE

	BS - 0 Yrs				BS - 3 Yrs				BS - 8 Yrs				MS - 0 Yrs				MS - 3 Yrs				MS - 8 Yrs			
	1983-84		1984-85		1983-84		1984-85		1983-84		1984-85		1983-84		1984-85		1983-84		1984-85		1983-84		1984-85	
Salary Categories	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
9500-10000																								
10001-10500																								
10501-11000	1	4																						
11001-11500	1	4	1	4																				
11501-12000					2	7							1	4										
12001-12500	4	15	1	4			1	4					1	4	1	4	1	4						
12501-13000	4	15	2	8	4	15	1	4	1	4			1	4	1	4	1	4						
13001-13500	5	19	5	19	1	4							2	7					2	7				
13501-14000	6	22	8	31	1	4	5	19	1	4	1	4	4	15	3	12	3	12			1	4		
14001-14500	1	4	4	15	6	22	3	11	1	4	1	4	3	11	3	12	1	4	1	4			1	4
14501-15000	2	7	1	4	3	11	3	11	4	15			4	15	4	15	2	8	2	7	1	4		
15001-15500			1	4	2	7	4	15	1	4	5	19	4	15	6	23	3	12	3	11			1	4
15501-16000	3	11			4	15	3	11	2	8			2	7	2	8	3	12	3	11	4	15		
16001-16500							2	7	3	12	3	12	2	7	1	4	2	8	3	11	1	4	3	12
16501-17000			3	12	1	4	1	4	2	8	2	8			1	4	3	12	3	11	3	12	2	8
17001-17500					1	4	2	7	2	8	4	15	1	4	1	4	3	12	2	7	1	4	1	4
17501-18000					1	4			3	12	1	4	1	4			1	4	2	7	1	4	3	12
18001-18500					1	4	2	7	2	8	3	12			2	8	1	4			2	8	1	4
18501-19000											1	4					1	4	1	4	2	8	1	4
19001-19500									1	4	1	4			1	4	1	4	1	4	3	12	3	12
19501-20000											1	4							1	4	2	7	3	12
20001-20500									1	4									1	4			1	4
20501-21000																					1	4		
21001-21500									2	8	1	4							1	4	1	4	1	4
21501-22000													1	4							1	4		
22001-22500											2	8											1	4
22501-23000																			1	4	1	4	1	4
23001-23500																					1	4		
23501-24000																							1	4
24001-24500																							2	8
24501-25000																								
25001-25500																								
25501-26000																								
26001-26500																								
26501-27000																								
27001-27500																								
TOTAL	27		26		27		27		26		26		27		26		26		27		26		26	

TABLE 3.13
THREE RIVERS DISTRIBUTION OF SALARIES BY DEGREE AND YEARS OF EXPERIENCE

	BS - 0 Yrs				BS - 3 Yrs				BS - 8 Yrs				MS - 0 Yrs				MS - 3 Yrs				MS - 8 Yrs			
	1983-84		1984-85		1983-84		1984-85		1983-84		1984-85		1983-84		1984-85		1983-84		1984-85		1983-84		1984-85	
Salary Categories	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
9500-10000																								
10001-10500																								
10501-11000																								
11001-11500																								
11501-12000	3	8																						
12001-12500			2	5	1	3							2	5	1	3								
12501-13000	1	3	1	3			2	5					1	3			1	3						
13001-13500	5	13	2	5	1	3			1	3					1	3			1	3				
13501-14000	4	11	5	13	1	3							1	3	2	5	1	3			1	3		
14001-14500	9	24	4	11	3	8	1	3			1	3	2	5										
14501-15000	8	21	8	21	2	5	3	8					4	11	2	5	2	5	1	3			1	3
15001-15500	2	5	4	11	9	24	3	8	1	3			7	18	3	8	1	3						
15501-16000	1	3	4	11	8	21	7	18	1	3			12	32	7	18	3	8	2	5	1	3		
16001-16500	3	8	4	11	6	16	8	21	1	3	1	3	2	5	7	18	6	16	3	8				
16501-17000	2	5	2	5	1	3	4	11	2	5	3	8	1	3	6	16	5	13	4	11	1	3		
17001-17500			1	3	1	3	3	8	9	24	1	3	3	8	3	8	6	16	4	11	2	5	1	3
17501-18000			1	3	2	5	2	5	3	8	5	13	1	3	1	3	7	18	5	13	1	3	1	3
18001-18500					2	5	1	3	4	11	6	16	2	5	1	3			9	24	3	8	2	5
18501-19000					1	3	3	8	5	13	2	5			2	5	2	5	3	8	6	16	1	3
19001-19500									2	5	4	11			2	5	2	5			1	3	8	22
19501-20000							1	3	4	11	4	11							4	11	3	8	1	3
20001-20500									2	5	5	13					1	3			4	11	1	3
20501-21000											1	3					1	3			5	14	3	8
21001-21500									2	5	2	5							1	3	4	11	4	11
21501-22000									1	3	1	3							1	3			8	22
22001-22500											2	5									1	3	1	3
22501-23000																					2	5		
23001-23500																					1	3	2	5
23501-24000																							1	3
24001-24500																					1	3		
24501-25000																							1	3
25001-25500																							1	3
25501-26000																								
26001-26500																								
26501-27000																								
27001-27500																								
TOTAL	38		38		38		38		38		38		38		38		38		38		37		37	

TABLE 3.14
KISHWAUKEE DISTRIBUTION OF SALARIES BY DEGREE AND YEARS OF EXPERIENCE

	BS - 0 Yrs				BS - 3 Yrs				BS - 8 Yrs				MS - 0 Yrs				MS - 3 Yrs				MS - 8 Yrs			
	1983-84		1984-85		1983-84		1984-85		1983-84		1984-85		1983-84		1984-85		1983-84		1984-85		1983-84		1984-85	
Salary Categories	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
9500-10000																								
10001-10500																								
10501-11000																								
11001-11500																								
11501-12000																								
12001-12500	3	14	1	4																				
12501-13000	2	9	2	9	1	5																		
13001-13500	6	27	3	13																				
13501-14000	5	23	4	17	3	14	2	9																
14001-14500	5	23	8	35	3	14	3	13					3	14	2	9								
14501-15000	1	5	4	17	4	18	3	13	2	9			6	27	2	9								
15001-15500			1	4	5	23	3	13			2	9	5	23	3	13	3	14	1	4				
15501-16000					3	14	4	17	1	5			4	18	6	26	4	18	2	9				
16001-16500					1	5	5	22	3	14	1	4	2	9	5	22	2	9	4	17				
16501-17000							1	4	1	5	3	13	1	5	3	13	4	18			1	5		
17001-17500					1	5			1	5	3	13	1	5			2	9	3	13	1	5	1	4
17501-18000							1	4	3	14					2	9	4	18	4	17	1	5		
18001-18500									3	14	1	4							6	26	2	9	3	13
18501-19000									4	18	4	17					1	5			1	5	2	9
19001-19500					1	5			1	5	4	17									1	5		
19501-20000							1	4	1	5	1	4					1	5	1	4	3	14	1	4
20001-20500									1	5	1	4									5	23	1	4
20501-21000											1	4							1	4	3	14	5	22
21001-21500																	1	5			1	5	4	17
21501-22000											1	4											2	9
22001-22500																			1	4			1	4
22501-23000																					1	5		
23001-23500																					1	5		
23501-24000									1	5													1	4
24001-24500																							1	4
24501-25000											1	5												
25001-25500																								
25501-26000																								
26001-26500																					1	5		
26501-27000																								
27001-27500																							1	4
TOTAL	22		23		22		23		22		23		22		23		22		23		22		23	

CHAPTER FOUR

Average Salaries and Highest Salaries Paid, 1984-85

Tables

Data Summaries

4.1 1984-85 Average Teacher Salaries by Bargaining Status and Geography

4.2 Dual Variable Comparisons of 1984-85 Average Teacher Salaries

4.3 1984-85 Average Teacher Salaries by District size.

4.4 Distribution of Average Salaries Paid by Division, 1984-85

4.5 Distribution of Highest Salaries Paid by Division, 1984-85

Highlights

- Statewide the average teacher salary was $21,054.
- Reports of average salaries paid ranged from $12,501 to $42,000.
- Reports of highest salaries paid ranged from $14,001 to $48,000.
- Details by division are available in the tables in this chapter.

TABLE 4.1
1984-85 AVERAGE TEACHER SALARIES
BY BARGAINING STATUS AND GEOGRAPHY

	BARGAINING STATUS		GEOGRAPHY	
State Totals N=540	Signed Agreement N=447	No Signed Agreement N=80	Chicago Area N=109	State Less Chicago Area N=427
21,504	21,993	19,023	26,789	20,163

TABLE 4.2
DUAL VARIABLE COMPARISONS OF 1984-85
AVERAGE TEACHER SALARIES BY BARGAINING STATUS AND GEOGRAPHY

	BARGAINING DISTRICTS		NON-BARGAINING DISTRICTS	
State Totals N=540	Chicago Area N=99	State Less Chicago Area N=344	Chicago Area N=8	State Less Chicago Area N=72
21,504	26,907	20,595	25,359	18,319

TABLE 4.3
1984-85 AVERAGE TEACHER SALARIES
BY DISTRICT SIZE

	DISTRICT SIZE (Number of Teachers			
State Totals N=540	1-50 N=252	51-100 N=146	101-200 N=82	201 or More N=59
21,504	18,963	22,088	24,063	27,358

TABLE 5.9

DISTRIBUTION OF AVERAGE SALARIES BY DIVISION 1984-85

RANGE	STATE	CHICAGO AREA	STATE LESS CHICAGO AREA	COOK	DUPAGE	LAKE	SOUTHWESTERN	BLACKHAWK WESTERN	CIV CORN BELT	ABE LINCOLN ILLINI	TWO RIVERS KASKASKIA	SHAWNEE EGYPTIAN WABASH	NORTHWESTERN	STARVED ROCK	THREE RIVERS	WISHIRAIL
12501-13000	2		2						1					1		
13001-13500	3		3												1	
13501-14000	1		1							2						
14001-14500	5		5			1				1	1	2		1		
14501-15000	4		4								2					
15001-15500	8		8					2	2	1				2		
15501-16000	11		11					1	3		1	2		2		1
16001-16500	18		17					3	1	1	4	2	1	1		
16501-17000	21		21			1	1	4		5	5	2	1	1		2
17001-17500	18		18					3		4	3	2	1		2	2
17501-18000	19	1	18	1		1			2	5		4	5	3		3
18001-18500	29		29					5	5	2	3	5	1	1	2	
18501-19000	27	2	25	1	1		2	5	4	7	5	4		1		
19001-19500	33	2	31	2		2	1	3	5	4	5	1	3		5	
19501-20000	30	1	29	1			1	1	3	6	2	6	6		2	1
20001-20500	32	2	30	1	1	1	3	6	7	5	2	2	1	3	2	2
20501-21000	19	2	17	2		3	2	1	4	1	1	4			1	
21001-21500	31	4	26	3	1		5		1	1	2	3	3	1	3	4
21501-22000	26	4	23	3	1	1	3	2	2	2	2	3	2	1	3	2
22001-22500	28	6	22	5	1		5	1	3	2	2	2	3	1	2	
22501-23000	15	4	11	3	1		1	1	3	3	1	1	1		1	
23001-23500	20	6	13	4	2	1	1		2	2	2	2		1	2	1
23501-24000	11	2	9	2		2	1			1	1	2				1
24001-24500	17	6	11	4	2	1	4		1	2			1	1	3	
24501-25000	9	2	7	1	1		2								3	1
25001-25500	11	3	8	3		3	2					3				
25501-26000	8	3	5	3			1				1	2		1		
26001-26500	7	3	4	3									1	1	1	1
26501-27000	19	11	8	7	4							1	2	1	2	2
27001-27500	4	1	3	1									1		1	
27501-28000	5	4		4		1										
28001-28500	4	3	3	2	1			1				1		1		
28501-29000	5	4	1	3	1											
29001-29500	2	2	1	1	1	1										
29501-30000	4	3	1	1	2	1										
30001-30500	6	5	1	5		1										
30501-31000	7	7		6	1	1										
31001-31500	4	3		3	1											
31501-32000	6	5	1	4	1											1
32001-32500	2	2		1	1											
32501-33000	3	3		3												
33001-33500																
33501-34000	1	1		1												
34001-34500																
34501-35000																
35001-35500																
TOTAL	540	109	427	85	24	22	35	39	51	57	45	57	33	29	36	22

TABLE 4.5
DISTRIBUTION OF HIGHEST SALARIES PAID BY DIVISION 1984-85

RANGE	STATE	CHICAGO AREA	STATE LESS CHICAGO AREA	COOK	DUPAGE	LAKE	SOUTHWESTERN	BLACKHAWK WESTERN	CIV CORN BELT	ABE LINCOLN ILLINI	2ND RIVERS KASKASKIA	GATEWAY EGYPTIAN WABASH	NORTHWESTERN	CENTRAL ILLIN	THREE RIVERS	KISHWAUKEE
14001-14500	2		2							1					1	
14501-15000	1		1							1						
15001-15500	1		1													
15501-16000	1		1							1				1		
16001-16500																
16501-17000	3		3			1					1			1		
17001-17500	1		1									1				
17501-18000	6		6							1	2	1		1		
18001-18500	8		8					2	1	2	1			2		
18501-19000	7		7				1		1		1	1		1		1
19001-19500	8		8							3	3	1		1		
19501-20000	9		9					1	1	2	2	2	1			
20001-20500	9		9			1		1		2	2	2		1		
20501-21000	12		11						2	3	1	3	1		1	
21001-21500	10		10					2	3	1	2	1			1	
21501-22000	22		22					4	2	3	5	3		2	1	2
22001-22500	18		18				1	5	2	1	2	3		1		1
22501-23000	21		21				2	2	3	5	4	1	1	1	2	
23001-23500	20		20				1	4	2	5	2	3	1	1	1	
23501-24000	23		23				2	2	6	2	2	3	2	2	2	
24001-24500	25		25				1	3	6	4	2	2	4	1	2	
24501-25000	17		17					2	2	3	3	6			1	
25001-25500	23	2	21	2			2	1	4	5	1	5			2	1
25501-26000	14	2	12	2			2	1	1	2	1	1	2			1
26001-26500	22	1	21	1			1	1	3	4	3	3	2	1	1	
26501-27000	19		19				3	3	5	2			3	1	1	1
27001-27500	21	2	19	2		3	3	2	1	1	2	1	3	1		1
27501-28000	17	1	16	1		1	2		1	1	2	1	5		1	
28001-28500	15	2	12	2		2	2	1			2	1	2		2	
28501-29000	16	4	11	3	1	1	2		1			2	2	2	1	
29001-29500	17	1	16	1			5	2	2			6				1
29501-30000	15	4	11	3	1		3	1	1	1	1	1			1	2
30001-31000	25	11	13	7	4		1		1	2		1		3	1	1
31001-32000	23	8	15	6	2		1		2	3		1	2	1	3	2
32001-33000	17	6	11	2	4	3	1				2	1		1	3	
33001-34000	14	7	7	6	1	4						1			1	1
34001-35000	14	6	8	4	2	2		1		1		1	1		1	2
35001-36000	15	8	7	7	1	3	1						1		1	
36001-37000	11	9	2	9											2	
37001-38000	5	5		3	2											
38001-39000	9	7	2	4	3	1									1	
39001-40000	6	5	1	5		1										
40001-41000	7	7		6	1											
41001-42000	8	6	2	4	2	1										1
42001-43000	3	3		3												
43001-44000	1		1											1		
44001-45000	2	2		1	1											
45001-46000																
46001-47000																
47001-48000	2	2		2												
TOTALS	565	111	450	86	25	24	37	41	53	62	49	59	33	27	38	22

Part Four

TEACHER BENEFIT COSTS

Tables

Data Summaries

1. Comparative Fringe Benefit Costs Per Teacher by Bargaining Status and Geography (1983-84)
2. Dual Variable Comparison of Fringe Benefit Costs Per Teacher (Geography and Bargaining Status) (1983-84)
3. Comparative Fringe Benefit Costs Per Teacher by District Size (1983-84)
4. Mean Actual Teacher Benefit Costs
5. Mean Total Teacher Benefit Costs
6. Summary of Mean Fringe Benefit Costs by Geography and Bargaining Status
7. Summary of Mean Fringe Benefit Costs by District Size and Statewide

Highlights

- Statewide mean total per teacher fringe benefit costs in 1983-84 totaled $5,984.

TABLE 1
COMPARATIVE FRINGE BENEFIT COSTS PER TEACHER
BY BARGAINING STATUS AND GEOGRAPHY (1983-84)*

	STATE TOTALS		BARGAINING STATUS				GEOGRAPHY			
			Signed Agreement		No Agreement		Chicago Area		State Less Chicago Area	
	N = 582		N = 478		N = 87		N = 112		N = 465	
	N	$	N	$	N	$	N	$	N	$
I. ACTUAL COSTS TO LOCAL DISTRICT:										
Legally Required Benefits:										
Unemployment Conpensation	432	129	357	120	62	168	86	96	343	138
Workers' Compensation	484	83	396	81	74	88	96	84	385	83
Teacher Retirement System	512	3521	420	3585	77	3205	102	4301	407	3327
Early Retirement	157	556	138	540	16	760	37	368	119	616
Required Sick Leave (See Sick Leave Below)	505	236	418	243	74	196	101	300	401	219
Total Required Cost Per Teacher*	514	(4234)	422	(4328)	77	(3780)	101	(5280)	410	(3980)
Leaves:										
Sick (in addition to required)	19	145	17	151	1	10	4	142	15	145
Sick Leave Bank	43	130	37	129	4	113	12	104	30	143
Personal/Emergency	459	51	384	52	64	43	93	56	364	49
Convention	272	52	240	52	26	57	67	74	203	45
Union Business	68	13	68	13	0	0	24	17	43	10
Sabbatical	19	131	18	124	1	248	12	175	6	52
Other Leave	56	47	44	45	11	56	20	42	36	50
Total Leave Costs Per Teacher*	479	(107)	400	(111)	67	(80)	99	(154)	377	(94)
Insurance:										
Cafeteria Plan	47	911	35	1008	9	594	7	1322	40	839
Hospital/Medical	452	980	384	1015	59	770	96	1392	353	871
Life and/or Life & Accid. Death	283	53	252	54	27	46	77	76	204	44
Dental	97	176	88	171	8	230	54	169	42	187
Other Insurance	47	158	42	147	2	48	21	149	26	166
Total Insurance Costs per Teacher	498	(1042)	415	(1093)	70	(771)	102	(1561)	393	(911)
Other Benefits:										
Board Paid TRS	91	1577	73	1612	15	1536	12	2025	79	1509
Tuition Reimbursement	196	64	171	63	22	62	57	87	139	54
Severance Pay	50	138	46	141	4	106	17	154	33	130
Local Early Retirement	106	285	97	275	6	448	42	346	63	244
Other	15	279	13	244	2	509	7	203	8	346
Total Other Benefits*	323	(611)	277	(595)	39	(732)	86	(556)	236	(632)
Total Actual Benefits Costs per Teacher*	510	((5665))	419	((5825))	76	((4910))	101	((7075))	406	((5322))
II. POTENTIAL ADDITIONAL COSTS TO DISTRICT										
Sick Leave	490	397	403	417	74	318	97	833	390	291
Sick Bank	22	557	20	579	2	331	7	374	15	643
Personal/Emergency	390	54	333	55	48	44	85	52	303	54
Total Potential Additional Costs to District*	491	((374))	405	((387))	73	((318))	97	((493))	391	((346))
TOTAL ACTUAL AND POTENTIAL COSTS PER TEACHER TO DISTRICT	499	(((5948)))	410	(((6103)))	75	(((5225)))	98	(((7603)))	398	(((5550)))

*In most instances costs were provided on an individual benefit item basis. In a few cases only total costs for a benefit category were provided. Totals cited reflect a combined mean figure.

TABLE 2
DUAL VARIABLE COMPARISON OF BENEFIT COSTS
PER TEACHER (GEOGRAPHY AND BARGAINING STATUS) (1983-84)*

	STATE TOTALS		BARGAINING DISTRICTS				NON-BARGAINING DISTRICTS			
			CHICAGO AREA		STATE LESS CHICAGO AREA		CHICAGO AREA		STATE LESS CHICAGO AREA	
	N=582		N=102		N=371		N=8		N=79	
	N	$	N	$	N	$	N	$	N	$
I. ACTUAL COSTS TO LOCAL DISTRICT:										
Legally Required Benefits:										
Unemployment Compensation	432	129	78	93	276	129	6	144	56	170
Workers' Compensation	484	83	87	83	306	81	7	103	67	87
Teacher Retirement System	512	3521	92	4318	325	3381	8	4008	69	3112
Early Retirement	157	556	36	373	101	600	0	0	16	760
Required Sick Leave (See Sick Leave Below)	505	236	91	306	324	225	8	241	66	190
Total Required Costs Per Teacher*	514	(4234)	91	(5358)	328	(4047)	8	(4434)	69	(3704)
Leaves:										
Sick (in addition to required)	19	145	4	142	13	155	0	0	1	10
Sick Leave Bank	43	130	12	104	24	144	0	0	4	113
Personal/Emergency	459	51	83	58	299	51	8	38	56	43
Convention	272	52	61	75	177	45	4	83	22	52
Union Business	68	13	24	17	43	10	0	0	0	0
Sabbatical	19	131	11	169	6	52	1	248	0	0
Other Leave	56	47	18	45	26	45	2	21	9	64
Total Leave Costs Per Teacher*	479	(107)	89	(160)	308	(97)	8	(116)	59	(75)
Insurance:										
Cafeteria Plan	47	911	7	1322	28	930	0	0	9	594
Hospital/Medical	452	980	86	1378	295	914	8	1530	51	651
Life and/or Life & Acc Death/Disab	283	53	72	74	178	45	3	125	24	37
Dental	97	176	51	169	36	175	3	168	5	267
Other Insurance	47	158	19	150	23	144	1	30	1	66
Total Insurance Costs Per Teacher*	498	(1042)	92	(1553)	63	(1540)	8	(1643)	62	(658)
Other Benefits:										
Board Paid TRS	91	1577	10	2070	63	1540	2	1801	13	1495
Tuition Reimbursement	196	64	52	86	119	53	3	78	19	60
Severance Pay	50	138	15	165	31	130	2	79	2	133
Local Early Retirement	106	285	39	342	57	229	2	586	4	379
Other	15	279	5	81	8	346	2	509	0	0
Total Other Benefits*	323	(611)	76	(544)	200	(615)	8	(773)	31	(721)
Total Actual Benefit Costs Per Teacher*	510	((5665))	91	((7089))	325	((5482))	8	((6952))	68	((4670))
II. POTENTIAL ADDITIONAL COSTS TO DISTRICT:										
Sick Leave	490	397	87	896	313	286	8	232	66	329
Sick Bank	22	557	7	374	13	690	0	0	2	331
Personal Emergency	390	54	75	52	256	57	8	49	40	43
Total Potential Additional Costs to District*	491	((374))	87	((512))	315	((355))	8	((281))	65	((322))
TOTAL ACTUAL AND POTENTIAL COSTS PER TEACHER TO DISTRICT	499	((5948))	88	((7639))	319	((5692))	8	((7234))	67	((4986))

*In most instances costs were provided on an individual benefit item basis. In a few cases only total costs for a benefit category were provided. Totals cited reflect a combined mean figure.

TABLE 3
COMPARATIVE FRINGE BENEFIT COSTS PER TEACHER BY DISTRICT SIZE (1983-84)*

	STATE TOTALS		DISTRICT SIZE (Number of Teachers)							
			1-50		51-100		101-200		201 or More	
	N = 582		N = 272		N = 161		N = 88		N = 60	
	N	$	N	$	N	$	N	$	N	$
I. ACTUAL COSTS TO LOCAL DISTRICT:										
Legally Required Benefits:										
Unemployment Compensation	432	129	190	165	119	110	68	83	102	54
Workers' Compensation	484	83	219	89	134	77	74	82	55	76
Teacher Retirement System	512	3521	236	3129	143	3619	74	3931	58	4346
Early Retirement	157	556	40	1072	47	515	29	357	41	242
Required Sick Leave (See Sick Leave Below)	505	236	230	213	143	236	73	275	58	273
Total Required Costs Per Teacher*	514	(4234)	237	(3875)	145	(4132)	74	(5033)	57	(4948)
Leaves:										
Sick (in addition to required)	19	145	9	172	7	108	2	155	1	84
Sick Leave Bank	43	130	15	130	6	156	10	57	12	178
Personal/Emergency	459	51	201	56	132	45	71	49	54	49
Convention	272	52	100	53	88	45	45	51	39	66
Union Business	68	13	9	12	19	3	17	29	23	9
Sabbatical	19	131	2	216	5	97	4	135	8	129
Other Leave	56	47	21	55	22	42	6	44	7	45
Total Leave Costs Per Teacher*	479	(107)	215	(99)	134	(97)	72	(109)	57	(157)
Insurance:										
Cafeteria Plan	47	911	27	757	13	991	2	1960	5	1112
Hospital/Medical	452	980	199	857	129	993	69	1059	54	1286
Life and/or Life & Accid. Death	283	53	105	41	79	44	49	71	49	73
Dental	97	176	24	155	26	191	21	152	25	197
Other Insurance	47	158	12	155	8	173	12	182	14	137
Total Insurance Costs Per Teacher*	498	(1042)	224	(880)	143	(1037)	72	(1193)	58	(1476)
Other Benefits:										
Board Paid TRS	91	1577	45	1400	23	1584	15	1881	8	1983
Tuition Reimbursement	196	64	87	64	56	60	29	85	23	48
Severance Pay	50	138	11	288	14	122	13	42	12	124
Local Early Retirement	106	285	20	413	26	215	24	308	36	250
Other	15	279	5	432	4	155	2	533	4	86
Total Other Benefits*	323	(611)	133	(618)	88	(540)	56	(709)	45	(617)
Total Actual Benefits Costs Per Teacher*	510	((5665))	235	((4979))	144	((5976))	73	((6229))	57	((6971))
II. POTENTIAL ADDITIONAL COSTS TO DISTRICT:										
Sick Leave	490	397	223	300	138	584	72	241	56	531
Sick Bank	22	557	9	673	5	1012	6	184	2	14
Personal/Emergency	390	54	159	58	119	48	63	53	48	52
Total Potential Additional Costs to District*	491	((374))	221	((357))	140	((361))	72	((303))	57	((566))
TOTAL ACTUAL AND POTENTIAL COSTS PER TEACHER TO DISTRICT*	499	(((5948)))	226	(((5284)))	141	(((5982)))	74	(((6607)))	57	(((7628)))

*In most instances costs were provided on an individual benefit basis. In a few cases only total costs for a benefit category were provided. Totals cited reflect a combined mean figure.

TABLE 4
MEAN ACTUAL TEACHER BENEFIT COSTS
AS A PERCENTAGE OF 1983-84 AND 1984-85 MEAN SALARY BY SELECT VARIABLES-REPORTING DISTRICTS

Variable	N	1983-84 Mean Salary	1984-85 Mean Salary	Mean 1983 Cost of Teacher Benefits	Cost of Teacher Benefits As a % of 1983 Mean Salary	% of 1984 Salary
State Total	510	20,433	21,504	5,665	27.7	26.3
With Bargaining Agreement	478	20,900	21,993	5,825	27.9	26.5
Without Bargaining Agreement	87	18,098	19,023	4,910	27.1	25.8
Chicago Area	101	25,062	26,789	7,075	28.2	26.4
State Less Chicago	406	19,249	20,163	5,322	27.6	26.4
Agreement/Chicago Area	91	25,176	26,907	7,089	28.2	26.3
Agreement/State Less Chicago	325	19,653	20,595	5,482	27.9	26.6
No Agreement/Chicago Area	8	23,543	25,359	6,952	29.5	27.4
No Agreement/State Less Chicago	68	17,538	18,319	4,670	26.6	25.5
1-50 FTE Teachers	235	18,108	18,963	4,979	27.5	26.3
51-100 FTE Teachers	144	20,930	22,088	5,976	28.6	27.1
101-200 FTE Teachers	73	22,670	24,063	6,229	27.5	25.9
201 & Over FTE Teachers	57	25,878	27,358	6,971	26.9	25.5

TABLE 5
MEAN TOTAL TEACHER BENEFIT COSTS
AS A PERCENTAGE OF 1983-84 AND 1984-85 MEAN SALARY BY SELECT VARIABLES
ACTUAL + POTENTIAL COSTS (REPORTING DISTRICTS)

Variable	N	1983-84 Mean Salary	1984-85 Mean Salary	Mean 1983 Cost of Teacher Benefits	Cost of Teacher Benefits As a % of 1983 Mean Salary	% of 1984 Salary
State Total	490	20,443	21,504	6,048	29.1	27.7
With Bargaining Agreement	410	20,900	21,993	6,103	29.2	27.7
Without Bargaining Agreement	79	18,098	19,023	5,225	28.8	27.5
Chicago Area	96	25,062	26,789	7,603	30.3	28.4
State Less Chicago	394	19,249	20,163	5,550	28.8	27.5
Agreement/Chicago Area	88	25,176	26,907	7,639	30.3	28.4
Agreement/State Less Chicago	319	19,653	20,595	5,692	29.0	27.6
No Agreement/Chicago Area	8	23,543	25,359	7,234	30.7	28.5
No Agreement/State Less Chicago	57	17,538	18,319	4,986	28.4	27.2
1-50 FTE Teachers	226	18,108	18,963	5,284	29.2	27.9
51-100 FTE Teachers	141	20,930	22,088	5,982	28.6	27.1
101-200 FTE Teachers	78	22,670	24,063	6,607	29.1	27.5
201 & Over FTE Teachers	57	25,878	27,358	7,624	29.5	27.9

TABLE 6
SUMMARY OF MEAN FRINGE BENEFIT COSTS BY GEOGRAPHY AND BARGAINING STATUS

Per Teacher Yearly Costs	Overall State-wide Costs	With Signed Agreement	No signed Agreement	Chicago Area	State Less Chicago
Total Legally Required District Costs	$ 4,234	$ 4,328	$ 3,780	$ 5,280	$ 3,980
Total Leave Costs	107	111	80	154	94
Total Insurance Costs	1,042	1,093	771	1,561	911
Total Other Benefit Costs	611	595	732	556	632
Total Actual Benefit Costs	5,665	5,825	4,910	7,075	5,322
1983-84 Teacher Salary	20,443	20,900	18,098	25,062	19,249
Percentage Total Actual Benefit is of Teacher Salary	27.7%	27.9%	27.1%	28.2%	27.6%
Total Potential Costs	374	387	318	493	346
Total Actual (+) Potential Cost per Teacher	5,948	6,103	5,225	7,603	5,550
Percentage Total Actual (+) Potential Cost is of Teachers Salary	29.1%	29.2%	28.8%	30.3%	28.8%

*Figures in this table are not additive since some districts reported only total numbers and not numbers for each and every category and/or sub-category.

TABLE 7
SUMMARY OF MEAN FRINGE BENEFIT COSTS BY DISTRICT SIZE AND STATEWIDE*

Per Teacher Yearly Costs	Overall Statewide Costs	Costs in School Districts of 1-50 Teachers	Costs in Sch. Districts of 51-100	Costs in Sch. Dist. of 101-200	Costs in School Districts of 201 or More
Total Legally Required District Costs	$ 4,234	$ 3,875	$ 4,132	$ 5,033	$ 4,948
Total Leave Costs	107	99	97	109	157
Total Insurance Costs	1,042	880	1,037	1,193	1,476
Total Other Benefit Costs	611	618	540	709	617
Total Actual Benefit Costs	5,665	4,979	5,976	6,229	6,971
1983-84 Teacher Salary	20,443	18,108	20,930	22,670	25,878
Percentage Total Actual Benefit is of Teacher Salary	27.7%	27.5%	28.6%	27.5%	26.9%
Total Potential Costs	374	357	361	303	566
Total Actual (+) Potential Cost per Teacher	5,948	5,284	5,982	6,607	7,628
Percentage Total Actual (+) Potential Cost is of Teachers Salary	29.1%	29.2%	28.6%	29.1%	29.5%

*Figures in this table are not additive since some districts reported only total numbers and not numbers for each and every category and/or sub-category.

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